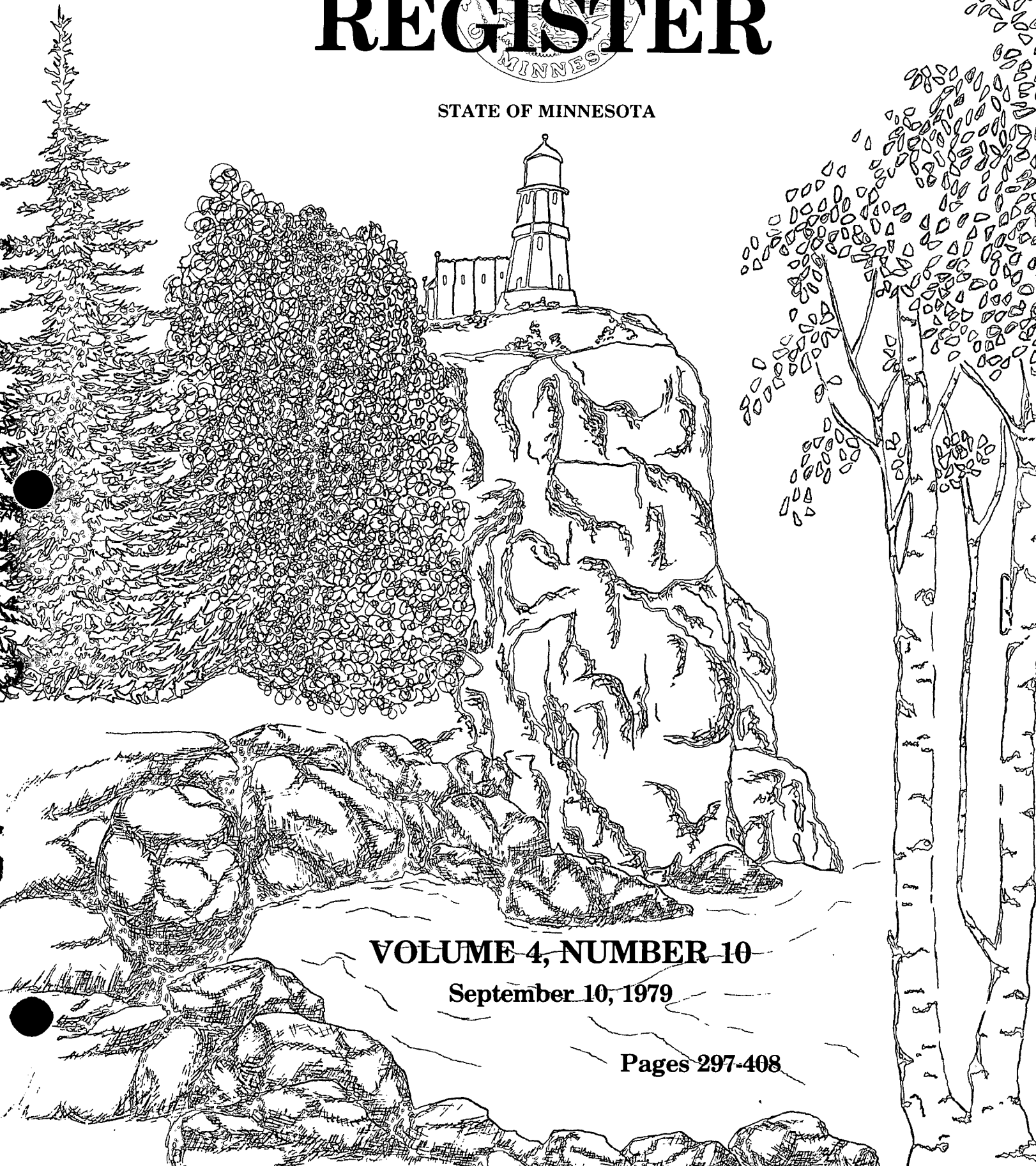


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STATE REGISTER

STATE OF MINNESOTA



VOLUME 4, NUMBER 10

September 10, 1979

Pages 297-408

STATE REGISTER

Volume 4 Printing Schedule for Agencies

| Issue Number | *Submission deadline for Executive Orders, Adopted Rules and **Proposed Rules | *Submission deadline for State Contract Notices and other **Official Notices. | Issue Date |
|-----------------------|---|---|----------------|
| SCHEDULE FOR VOLUME 4 | | | |
| 11 | Tuesday Sept 4 | Monday Sept 10 | Monday Sept 17 |
| 12 | Monday Sept 10 | Monday Sept 17 | Monday Sept 24 |
| 13 | Monday Sept 17 | Monday Sept 24 | Monday Oct 1 |
| 14 | Monday Sept 24 | Monday Oct 1 | Monday Oct 8 |

*Deadline extensions may be possible at the editor's discretion; however, none will be made beyond the second Wednesday (12 calendar days) preceding the issue date for rules, proposed rules and executive orders, or beyond the Wednesday (5 calendar days) preceding the issue date for official notices. Requests for deadline extensions should be made only in valid emergency situations.

**Notices of Public Hearings on proposed rules are published in the Proposed Rules section and must be submitted two weeks prior to the issue date.

Instructions for submission of documents may be obtained from the Office of the State Register, Suite 415, Hamm Building, 408 St. Peter Street, St. Paul, Minnesota 55102.

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The *State Register* is the official publication of the State of Minnesota, containing executive orders of the governor, proposed and adopted rules of state agencies, and official notices to the public. Judicial notice shall be taken of material published in the *State Register*.

Albert H. Quie
Governor

Carol Anderson Porter
Editor

James J. Hiniker, Jr.
Commissioner
Department of Administration

Paul Hoffman, Robin PanLener
Editorial Staff

Stephen A. Ordahl
Manager
Office of the State Register

Jack Richter
Information Officer

Roy Schmidtke
Circulation Manager

Cindy Riehm
Secretarial Staff

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The following is a cumulative listing of all proposed and adopted rules published in Volume 4 of the *State Register*. The listing is arranged in the same order as the table of contents of the *Minnesota Code of Agency Rules* (MCAR). All adopted rules published in the *State Register* and listed below amend the rules contained in the MCAR set. Both proposed

temporary and adopted temporary rules are listed here although they are not printed in the MCAR due to the short term nature of their legal effectiveness. During the term of their legal effectiveness, however, adopted temporary rules do amend the MCAR.

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COLONEL JOSIAH SNELLING, the red-haired, energetic commander who replaced Colonel Leavenworth in 1820, successfully completed the difficult task of building the military post that bears his name. He served as its commander for seven years. This oil was probably painted about 1825. (Courtesy of Minnesota Historical Society)

RULES

The adoption of a rule becomes effective after the requirements of Minn. Stat. § 15.0412, subd. 4, have been met and five working days after the rule is published in the *State Register*, unless a later date is required by statutes or specified in the rule.

If an adopted rule is identical to its proposed form as previously published, a notice of adoption and a citation to its previous *State Register* publication will be printed.

If an adopted rule differs from its proposed form, language which has

been deleted will be printed with strike-outs and new language will be underlined, and the rule's previous *State Register* publication will be cited.

A temporary rule becomes effective upon the approval of the Attorney General as specified in Minn. Stat. § 15.0412, subd. 5. Notice of his decision will be published as soon as practicable, and the adopted temporary rule will be published in the manner provided for adopted rules under subd. 4.

Housing Finance Agency Adopted Rules Covering Income Limits, Residential Preference for Multi-Unit Developments and Home Improvement Grants for Mobile Homes

The rules proposed and published at *State Register*, Volume 3, Number 40, pp. 1873-1876, April 9, 1979 (3 S.R. 1873) are adopted with the following amendments:

Rules as Adopted

12 MCAR § 3.002 O. "Persons and families of low and moderate income" means:

1. with respect to Limited-Unit Mortgage Loans pursuant to Chapter Four of these Rules, Development Cost Loans pursuant to Chapter Three of these Rules, Planning Grants pursuant to Chapter Five of these Rules, and American Indian Housing Loans pursuant to Chapter Eight of these Rules, which loans and grants are intended for a Limited-Unit Development, or a dwelling unit in a planned unit development or a condominium, those persons and families whose Adjusted Income does not exceed \$19,000 in the metropolitan area as defined in Minn. Stat. § 473.121, subd. 2 and \$17,500 in the remainder of the state or such lower amount as shall be required to assure that the interest on obligations of the Agency will be exempt from federal income taxation; and

Livestock Sanitary Board Adopted Rules for Control of Pseudorabies and Certifying Mink Herds Aleutian Disease Free and Repeal of Five Rules

The five rules proposed for repeal which were published at *State Register*, Volume 3, Number 43, pp. 1978-1984 (3 S.R. 1974) are now repealed.

The rules proposed for adoption and published at *State Register*, Volume 3, Number 43, pp. 1974-1978 (3 S.R. 1974) are adopted with the following amendments:

3 MCAR § 2.024 Control of pseudorabies.

B.3. All swine tested shall be individually identified by eartag, tattoo, registration number or other identification ~~acceptable to the Board~~ which makes individual swine readily identifiable and the identification entered on the test chart.

C.5. Feeder swine on the premises of the Qualified Pseudorabies Negative Herd must be farrowed on the premises or have a negative official pseudorabies test within 30 days prior to entry to the premises ~~or be kept separate from the Qualified Pseudorabies Negative Herd.~~

3 MCAR § 2.025 Aleutian disease free herd of mink.

A.1. Official test — counterelectrophoresis (CEP) plate test conducted in a ~~state~~ laboratory recognized by the Board on samples submitted by an authorized testing agent ~~or other test approved by the Board.~~

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

Pursuant to Minn. Stat. § 15.0412, subd. 4, agencies must hold public hearings on proposed new rules and/or proposed amendment of existing rules. Notice of intent to hold a hearing must be published in the *State Register* at least 30 days prior to the date set for the hearing, along with the full text of the proposed new rule or amendment. The agency shall make at least one free copy of a proposed rule available to any person requesting it.

Pursuant to Minn. Stat. § 15.0412, subd. 5, when a statute, federal law or court order to adopt, suspend or repeal a rule does not allow time for the usual rulemaking process, temporary rules may be proposed. Proposed temporary rules are published in the *State Register*, and for at least 20 days thereafter, interested persons may submit data and views in writing to the proposing agency.

Public Hearings on Agency Rules September 17-21, 1979

| Date | Agency & Rule Matter | Time & Place |
|----------|---|--|
| Sept. 20 | Dept. of Public Welfare Administration of Specified Therapies to State Hospital Patients Hearing Examiner: Steven Mihalchick | 9:00 a.m., MN Veterans Home, Building 15, Auditorium Chapel, East 51st St. at Minne- haha, Minneapolis, MN |
| Sept. 21 | Dept. of Public Welfare Dept. of Public Safety Dept. of Health Merit System Rules Hearing Examiner: Harry Seymour Crump | 9:30 a.m., Rm. 116, Administration Bldg., 50 Sherburne Avenue, St. Paul, MN |

Department of Natural Resources Minerals Division

Proposed Rules Relating to Mineland Reclamation

Notice of Hearing

Notice is hereby given that a public hearing in the above entitled matter will be held pursuant to Minn. Stat. § 15.0412, subd. 4, in Room 135, Mesabi Community College, Virginia, Minnesota on October 10, 1979 commencing at 9:00 a.m.

All interested or affected persons will have an opportunity to participate concerning the proposed rules captioned above. Statements may be made orally and written material may be submitted. In addition, whether or not an appearance is made at the hearing, written statements or material may be submitted to Howard L. Kaibel, Hearing Examiner, at Room 300, 1745 University Avenue, St. Paul, Minnesota 55104, telephone (612) 206-8107, either before the hearing or within five (5) days after the close of the hearing. The hearing examiner may keep the record open for a longer period not to exceed 20 calendar days; any extension beyond the 5 working days will be announced at the hearing. All such statements will be entered into and become part of the record. Testimony or other evidence to be submitted for consideration should be pertinent to the matter at hand. For those wishing to submit

written statements or exhibits, it is requested that at least three (3) copies be furnished. In addition, it is suggested, to save time and avoid duplication, that those persons, organizations, or associations having a common viewpoint or interest in these proceedings join together where possible and present a single statement in behalf of such interests. The conduct of the hearing shall be governed by the rules of the Office of Hearing Examiners, 9 MCAR §§ 2.101-2.112. Copies of those rules may be obtained, for a fee, from the Documents Section, Minnesota Department of Administration, 140 Centennial Office Building, St. Paul, 55155, telephone (612) 296-2874.

If adopted, the rules proposed by the Commissioner of Natural Resources will establish standards which direct and control mining and reclamation activities of natural iron ore and taconite mining operations in Minnesota. The major reclamation standards included in the proposed rules relate to: siting criteria, in-mine disposal, buffer and barrier requirements, sloping and landform design, vegetation, air pollution, blasting, subsidence or other surface displacement, and deactivation. The proposed rules will also contain specifications regarding: permit application submittals, prescribed periodic reports and plans, and the publication of notices. Procedures for processing: permits, amendments, cancellations, releases, suspensions, variances, revocations, modifications, performance bonds and assessing penalties, as well as administrative standards, to be used by the Commissioner, are detailed. The authority of the Commissioner to prepare such rules is contained in Minn. Stat. §§ 93.44-93.51.

Copies of the proposed rules are now available and at least one free copy may be obtained by writing to the Minnesota Department of Natural Resources, Division of Minerals, Box 45, Centennial Building, St. Paul, Minnesota 55155. Additional copies will be available at the door on the date of the hearing.

Notice is hereby given that 25 days prior to the hearing, a statement of need and reasonableness will be available for review at the Minnesota Department of Natural Resources and at the Office of Hearing Examiners at a minimal charge.

Any person may request notification of the date on which the hearing examiner's report will be available, after which date the Commissioner may not take any final action on the rules for a period of five (5) working days. Any person may request notification of the date on which the hearing record has been submitted to the Attorney General by the agency. If you desire to be so notified, you may so indicate at the hearing. After the hearing, you may request notification by sending a written request to the hearing examiner, in the case

PROPOSED RULES

of the agency's submission or resubmission to the Attorney General.

In addition, please be advised that Minn. Stat. ch. 10A requires each lobbyist to register with the State Ethical Practices Board within five (5) days after he commences lobbying. A lobbyist is defined in Minnesota Laws of 1978, ch. 463, § 11 as any individual:

(a) Engaged for pay or other consideration, or authorized by another individual or association to spend money, who spends more than five hours in any month or more than \$250, not including *his own* travel expenses and membership dues, in any year, for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials; or

(b) Who spends more than \$250, not including *his own* traveling expenses and membership dues, in any year for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials.

The statute provides certain exceptions. Questions should be directed to the Ethical Practices Board, 41 State Office Building, Saint Paul, Minnesota 55155, telephone (612) 296-5615.

September 10, 1979

Joseph N. Alexander
Commissioner of Natural Resources

Rules As Proposed

6 MCAR § 1.0401 General provisions.

A. Purpose and policy.

1. The purpose of these rules is to implement Minn. Stat. §§ 93.44-93.51 thereby ensuring progressive, reclamation of metallic minelands in order to:

- a. Protect the public health, safety and welfare;
- b. Control possible adverse environmental effects of mining;
- c. Protect, preserve and use natural resources wisely by:
 - (1) Encouraging multiple resource management;
 - (2) Controlling erosion, land slides, and air and water pollution;
 - (3) Creating land forms water patterns and vegetative communities which complement and harmonize with the surrounding environment; and
 - (4) Identifying and prohibiting mining in areas

not reclaimable with existing technology and fostering the development of improved technology through research.

d. Encourage the planning of future land use by:

- (1) Recognizing the potential value of land for mineral resource development;
- (2) Minimizing the amount of land used for mining purposes; and
- (3) Requiring conversion of minelands to an acceptable subsequent use upon completion of mining.

2. These rules give consideration to:

- a. The orderly development of mining;
- b. Good mining practices;
- c. The beneficial economic and employment impacts of mining;
- d. Practical problems of mine operators and mineral owners;
- e. Meeting or exceeding minimum mineland reclamation requirements which may be established pursuant to a federal mineland reclamation act, to the extent possible within the authority of the commissioner; and
- f. Conforming with state or local land use planning programs.

B. Definitions.

1. "Acceptable research" means research that is approved by the commissioner, is site related and includes the standard described in the rules as a control.

2. "Auxiliary facilities" means all permittee-owned stationary physical property used in a mining operation, including: power plants and associated facilities; transmission lines; pipelines; roads; railroads; docks and associated facilities; borrow areas and leased borrow areas and associated facilities; blasting agent and fuel production or preparation facilities; and shops, offices, buildings, structures, and storage facilities located within the area where mining is conducted. This does not include common carrier transportation facilities.

3. "Beneficiating plants" means all metallic mineral processing plants, such as crushers, mills, concentrators, agglomerating and sintering facilities, smelters, refineries and other metal-making facilities.

4. "Commissioner" means the Commissioner of Natural Resources, or any duly authorized representative.

5. "Completion" or "completed" means the conclusion of construction or development of a surface, structure, facility or element of a mining operation. It occurs when, according to the mining permit, a surface, structure, facility

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PROPOSED RULES

or element is no longer scheduled to be disturbed or used in a manner that would interfere with the establishment and maintenance of vegetation or other reclamation or deactivation measures required by these rules.

6. "Deactivation" means the process of finally terminating and reclaiming any specific portion of a mining operation. Deactivation begins when all mining activities and uses have ceased and there will be no renewed use or activity by the permittee.

7. "Good mining practice" means activities which use the best available technology and which are consistent with these rules.

8. "Hereafter" means after the effective date of these rules.

9. "Lands previously affected by mining" means lands from which material has been removed in connection with the production or extraction of metallic minerals and lands upon which mine waste has been deposited.

10. "Mine waste" means any material, such as surface overburden, rock, lean ore, or tailings which in the process of mining and beneficiation has been removed from the earth and stored elsewhere on the surface.

11. "Mining" means the process of removing, stockpiling, processing, storing, transporting (excluding use of common carriers and public transportation systems) and reclaiming any material in connection with the commercial production of metallic minerals. This includes exploration activities such as the taking of large bulk samples.

12. "Mining area" or "area subjected to mining" means any area of land from which material is hereafter removed in connection with the production or extraction of metallic minerals; the lands upon which material from such mining is hereafter deposited, the lands upon which beneficiation plants and auxiliary facilities are hereafter located; lands upon which the water reservoirs used in the mining process are hereafter located; and auxiliary lands which are hereafter used or intended to be used in a particular mining operation.

13. "Mining operation" means a unified mining project without regard to political, administrative or ownership boundaries, which includes all of the facilities used in "mining" as defined in 6 MCAR § 1.0401 B.11.

14. "Natural resources" means all mineral, animal, plant, air, water, land, timber, soil, quietude, recreational, historical, scenic, and aesthetic resources.

15. "Operator" means any owner or lessee of mineral rights engaged in or preparing to engage in a mining operation.

16. "Permit to mine" means legal approval given by the commissioner to conduct a mining operation or a scam mining operation.

17. "Reclamation" means the successful accomplishment of the goals in 6 MCAR § 1.0402.

18. "Reference area" means a vegetated land unit

which is designated for comparatively measuring reclamation vegetation success. The vegetation on a reference area may be either planted or naturally occurring. For the purpose of controlling erosion, it shall be self-sustaining, regenerating, or a stage in a recognized vegetation succession which provides wildlife habitat or other uses such as pasture or timber land. Reference areas must be representative of the site conditions and possible uses which might exist on mining landforms.

19. "Scram mining operation" means a mining operation which produces natural iron ore or natural iron ore concentrates as defined by Minn. Stat. § 93.20, subs. 12-17, from previously developed stockpiles, tailings basins, underground mine workings or open pits, which involves no more than 40 acres of land not previously affected by mining.

20. "Stockpile" means an accumulation of mine waste. It does not include tailings basins, fossil fuel, finished product, or surge piles.

C. Scope and application.

1. Any person engaged in metallic mining shall apply for a mining permit or a scam mining permit within 180 days of the effective date of these rules.

2. Any person hereafter intending to conduct a new mining operation or reactivate an inactive mining operation shall obtain a mining permit or a scam mining permit prior to commencing operations.

3. The term of a mining permit shall be the period determined necessary by the commissioner for the completion of the proposed mining operation, based on information provided pursuant to 6 MCAR § 1.0403 B.

4. The term of a scam mining permit shall not exceed five years.

5. These rules apply to metallic mining operations from which iron is the predominant metal extracted:

a. All portions of any mining operation initiated hereafter, including both new operations and reactivated inactive operations; and

b. the following portions of existing mining operations:

(1) Any portion of such operation which hereafter created or used, provided that the siting requirements shall not apply to that portion already constructed;

(2) All of any existing tailings basin, settling pond or water reservoir (including dams, dikes, deltas, beaches, seepage control structures and water control devices) where any portion thereof is hereafter used for the deposition of tailings or sediment or for water storage; provided that the siting requirements shall not apply; and

(3) Any portion of such operation which will adversely affect reclamation conducted hereafter; provided that such portion shall be reclaimed, removed, restored or modified to the extent necessary to prevent such adverse effects.

PROPOSED RULES

6. When part of any mining area is included in the mining and reclamation plans of two or more persons who are not co-permittees, that portion of the reclamation requirements which is the responsibility of the person who first performs the mining may be waived by the commissioner provided:

a. Subsequent disturbance by another operator is scheduled to occur within 15 years following completion by the first operator;

b. The operator who will perform subsequent mining presents plans, and accepts responsibility for the performance of any necessary reclamation which may be incurred as a result of the previous mining operation; and

c. No significant environmental damage is likely to occur as a result of the waiver.

7. Nothing in these rules waives the requirements of any other applicable rules of the Department of Natural Resources or any other agency or governmental unit or of any other applicable statute or ordinance.

8. Where these rules conflict with other applicable statutes, rules and ordinances, the most restrictive provision shall apply.

D. Severability. If any provision of these rules is held invalid, such invalidity shall not affect any other provision of the rules which can be given effect without the invalid provision, and to this end the provisions of these rules are declared to be severable.

6 MCAR § 1.0402 Taconite and iron ore reclamation standards.

A. Siting.

1. Goals. Mining shall be conducted on sites that minimize adverse impacts on the environment and the public. Separations shall be maintained between mining areas and adjacent conflicting land uses. All sites shall incorporate setbacks or separations which regulations; and requirements of other appropriate authorities.

2. Requirements.

a. General criteria for site selections. Portions of a mining operation for which there is flexibility in site selections such as: stockpiles, tailings basins, water reservoirs, processing plants, offices, inter-connecting roadways and auxiliary facilities, shall be sited so that:

(1) Impacts on the public due to wind erosion, noise and air emissions are minimized.

(2) Potential injury to life, property, and natural resources due to dam or slope failure is minimized;

(3) Major modifications of watersheds, includ-

ing diversions of surface water and alterations of groundwater levels are minimized;

(4) Runoff and seepage can be managed to minimize environmental effects;

(5) Spilled material resulting from pipeline rupture or emergency release can be contained and controlled;

(6) Former mining areas are used in preference to areas undisturbed by mining; and

(7) Conflicts with natural resource sites identified by the commissioner such as those listed in V 21 Natural Resource Sites, "Minesite Data Manual," Minnesota Department of Natural Resources are minimized.

b. Exclusion areas for mining. No mining shall be conducted within any of the following areas unless the commissioner determines that a state or national emergency exists which would require the exploitation of the mineral resources within such areas:

(1) On and within ¼ mile of the Boundary Waters Canoe Area, state or National Wilderness areas, state or National parks and National monuments, except where such areas are established as a result of their association with mining.

(2) Within a National, Wild, Scenic, or Recreational River District or within ¼ mile of a National Wild, Scenic, or Recreational River (whichever is greater); and within a designated state Land Use District or within ¼ mile of any state Wild, Scenic, or Recreational River (whichever is greater) however, underground mining may be permitted to the extent consistent with the governing Wild and Scenic Rivers Act and the rules promulgated thereunder.

(3) On sites designated in the state Registry of Historic Sites or National Register of Historic places, except where such areas are established as a result of their association with mining, and on designated State Scientific or Natural Areas.

(4) Within 300 feet of any state designated trout stream, any river listed in Minn. Stat. § 85.32, subd. 1. and the Redwood, Yellow Medicine, Chippewa, Bois de Sioux, Red River of the North, Roseau, Rainy, Vermillion, Kawishiwi, and Pigeon rivers.

(5) Within 400 feet of any natural watercourse located within the area defined by the Federal Shipstead-Newton-Nolan Act (16 U.S.C. Sections 577-577b).

(6) Within any lake greater than 80 acres in size (Minn. Stat. § 93.13) and any stream trout lake designated by the commissioner.

(7) Within that area adjacent to the North Shore of Lake Superior classified as the "Lake Orientation Zone" in

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the DNR report "North Shore Characterization Study." However, within this zone the storage of product and fuel, docks and associated facilities shall be permitted at Duluth, Two Harbors, Silver Bay, and Taconite Harbor. The removal of ore by underground mining within this zone may be permitted subject to conditions prescribed by the commissioner.

(8) Within the following setback areas containing dwellings, buildings, roads or facilities which are in existence prior to the issuance of a permit to mine:

(a) 500 feet of any occupied dwelling, public school, church, public institution, county or municipal park or cemetery unless allowed by the owner and

(b) 100 feet of the outside right-of-way line of any public roadway, except where mine access or haul roads join such right-of-way line.

(9) Within any area added to the categories listed in 6 MCAR § 1.0402 A.2.b. which is designated hereafter but prior to the issuance of a permit to mine involving such areas.

c. Avoidance areas for mining. When there is a feasible and prudent alternative, no mining shall be conducted within the following areas: (Minn Stat. § 116. D. 04, subd. 6.)

(1) Within any National Wildlife Refuge or Waterfowl Production area, State Wildlife Management area or on lands designated as National Natural Landmarks or National Trails or any state designated trail listed in Minn. Stat. § 85.015.

(2) Within any shorelands defined in Minn. Stat. § 105.485, subd. 2 for which County or Municipal shoreland management ordinances have been established in compliance with Minn. Stat. § 105.485, Cons. 70-77, and NR 82-84.

(3) Within that area near the North Shore of Lake Superior classified as the "Transition Zone" in the DNR report "North Shore Characterization Study."

(4) Within any area added to the categories listed in 6 MCAR § 1.0402 A.2.c. which is designated hereafter but prior to the issuance of a permit to mine involving such area.

B. In-mine disposal.

1. Goals. Mining shall be conducted to maximize use of past, present, and future mining areas so as to minimize the amount of land disturbed by mining and reduce the loss of non-mineral resources.

2. Requirements.

a. The commissioner may require in-mine disposal of mine waste.

b. Mining methods and schedules shall be used which provide mined out areas for waste disposal at the earliest opportunity.

c. The commissioner will consider factors such as

the following to determine the extent to which in-mine disposal shall be required.

- (1) The ease of reclamation;
- (2) Pollution potential;
- (3) Public safety and welfare;
- (4) Natural resource preservation; and
- (5) Land use demands.

d. Mine waste which is placed within an open pit mine below the ultimate pit water elevation shall be exempted from the requirements of 6 MCAR § 1.0402 D and E. These shall be designed and constructed to prevent adverse environmental effects.

C. Buffers and barriers.

1. Goals. A mining operation shall be designed, constructed, and maintained so that the operation is compatible with surrounding non-mining uses.

2. Requirements.

a. Naturally existing terrain and vegetation, or vegetated mine waste which appear similar to natural terrain shall be used to minimize problems such as: noise, dust and chemical air pollutants, view, mine traffic, access, and erosion.

b. Buffering shall be implemented prior to beginning operations in a portion of a mining area that needs buffering.

c. Buffers may be constructed within setback areas provided:

(1) their primary purpose fulfills 6 MCAR § 1.0402 C.2.a.; and

(2) the applicant produces written consent from affected adjacent landowners for such construction.

D. Sloping and landform design.

1. Goals. Landforms shall be designed and constructed to complement nearby natural terrain, minimize water quality and quantity effects on receiving waters, enhance the survival and propagation of vegetation, be structurally sound, control erosion, promote early completion and progressive reclamation, and encourage the prompt conversion from mining to an approved subsequent use.

2. Requirements.

a. All stockpiles shall be designed and constructed according to the following standards:

(1) Existing stockpiles shall be incorporated extended or improved to the extent possible;

(2) Water shall be drained away from the top of any stockpile in a manner which will not adversely affect the structural stability of the stockpile and will minimize erosion;

(3) All runoff and drainage control measures shall be capable of handling a 100 year frequency, 24 hour duration storm;

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(4) If applicable water quality standards for discharge are not met all runoff from stockpiles shall be collected and held in a settling basin until it meets such standards.

(5) Runoff or drainage controls shall be designed by a qualified person proficient in hydrologic analysis and water channel design;

(6) When stockpiles consist of materials which may become a water quality problem due to leaching, the commissioner may require measures such as the following:

(a) The design of a monitoring system and the monitoring of water quality;

(b) The construction of an impermeable base pad to isolate the stockpile from the groundwater;

(c) The construction of a permeable base pad containing soil material capable of absorbing and holding the toxic materials in the leachates;

(d) The diversion of surface waters around and away from the stockpile;

(e) Covering of stockpiles to minimize the infiltration of precipitation;

(f) The use of internal layers of soil or other material to hold the toxic materials in the leachate;

(g) The use of material which controls pH of the leachate and

(h) The collection and treatment of leachate.

b. Mining areas shall be managed so that watershed modifications are minimized. Runoff from these areas shall be discharged without injury to life, property and natural resources. Upon deactivation, any runoff from drainage areas altered by mining shall be discharged into receiving waters within the same watershed as existed before mining. When conditions do not allow discharge into the pre-mining watershed, runoff shall be discharged at locations, and in volumes and rates which can be accepted by the receiving waters.

c. Mine waste shall not be deposited on areas with unstable foundations such as peat, muskeg, bedded lacustrine deposits, fault zones, and areas above underground mine workings, unless such areas cannot be reasonably avoided. In such cases the foundations shall be examined, and the landform designed by a qualified engineer subject to approval by the commissioner.

d. Rock, lean ore, and coarse tailings stockpiles, unless they are an integral part of a tailings impoundment, shall be designed and constructed according to either of the following standards:

(1) The final exterior slopes shall consist of benches and lifts as follows:

(a) No lift shall exceed 30 feet in height;

(b) No bench width shall be less than 30 feet wide, measured from the crest of the lower lift to the toe of the next lift;

(c) The sloped area between benches shall be no steeper than the angle of repose; and

(d) Benches shall be designed and constructed to control runoff.

(2) Based upon acceptable research the commissioner may approve other standards which satisfy 6 MCAR § 1.0402 D.1.

e. A minimum of 2 feet of soil shall be placed upon the completed portions of each bench and top of any rock, lean ore, or coarse tailing stockpile and upon other portions of such stockpiles for which vegetation has been required or approved.

f. Rock, lean ore, or coarse tailings stockpiles consisting of rapidly decomposable material which is susceptible to wind or water erosion or highly erodible soils shall receive treatment such as:

(1) Covering with less erodible material;

(2) Shortening or flattening the slopes; and

(3) Vegetating the slopes.

g. Surface overburden stockpiles shall be designed and constructed according to either of the following standards:

(1) The final exterior slopes shall consist of benches and lifts as follows:

(a) No lift shall exceed 30 feet in height;

(b) No bench width shall be less than 30 feet wide, measured from the crest of the lower lift to the toe of the next lift;

(c) The sloped area between benches shall be no steeper than 3:1;

(d) Benches shall be sloped toward the interior to control runoff. They shall be large enough to handle runoff water until it can be infiltrated into the stockpile, or a drainage control system shall be constructed to remove water consistent with 6 MCAR § 1.0402 D.2.a. (2) and (3);

(2) Based upon acceptable research, the commissioner may approve other standards which satisfy 6 MCAR § 1.0402 D.1.

h. Mineralized materials of varying grades and types shall be segregated within the same stockpile or placed

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in separate stockpiles. Materials which require different means of beneficiation shall not be commingled.

i. Surface overburden portions of pitwalls shall be designed and constructed to either of the following standards:

(1) The final exterior slopes shall consist of benches and lifts as follows:

(a) The toe of the surface overburden portion shall be set back at least 20 feet from the crest of the rock portion of the pitwall;

(b) No lift shall exceed 30 feet in height;

(c) The sloped area between benches shall be no steeper than 3:1; and

(d) Benches shall be sloped into the overburden to control runoff. They shall be large enough to handle runoff water until it can infiltrate into the slope, or a drainage control system shall be constructed to remove water consistent with 6 MCAR § 1.0402 D.2.a (2) and (3);

(2) Based upon acceptable research, the commissioner may approve other standards which satisfy 6 MCAR § 1.0402 D.1.

j. Tailings basins shall be designed, constructed, and operated according to the following:

(1) The storage of tailings within an approved site shall be maximized while meeting 6 MCAR § 1.0402 D.1.;

(2) A means of draining the pond area and managing runoff shall be provided consistent with 6 MCAR § 1.042 D.2.b.;

(3) During the mining operation dust generation shall be minimized by maximizing the area of permanently reclaimed tailings. The remaining active tailings areas shall be covered with water to the maximum extent possible and beach areas shall be temporarily stabilized consistent with 6 MCAR § 1.0402 F.;

(4) Maximize topographic relief within the reclaimed basin; and

(5) They shall be designed, constructed, operated, and maintained by registered professional engineers proficient in geotechnical and other aspects of design, construction, operation, and maintenance of tailings basins.

E. Vegetation.

1. Goals. Vegetation shall be established to control erosion, prevent and control leaching of toxic substances, screen mining areas from non-compatible uses and provide wildlife habitat or other uses such as pasture or timber land.

2. Requirements.

a. Vegetation shall be established on the following:

(1) Surface overburden stockpiles;

(2) Exposed soils along diversion channels and roads;

(3) Cuts, pits, trenches, and other areas disturbed during the process of obtaining borrow materials or bulk samples, except those entirely included in larger mining landforms;

(4) Benches and tops of rock and lean ore stockpiles;

(5) Tailings basins;

(6) Dikes and dams;

(7) Exposed soils adjacent to water reservoirs;

(8) Areas exposed or disturbed during deactivation procedures such as building sites, parking lots, pipeline routes, storage areas, transmission routes, and roads not used for subsequent access;

(9) Surface overburden portions of pit walls;

(10) Buffers and barriers; and

(11) Subsided areas not permanently covered by water.

b. Other measures may be required by the commissioner such as:

(1) The placement of vegetative barriers around pits or other hazardous areas to control access;

(2) The development of vegetative communities with specific density and composition for the purpose of controlling wind erosion, providing buffers or for specific subsequent uses;

(3) The temporary establishment of vegetation on tailings basins exposed for one or more growing seasons;

(4) The establishment of vegetation on visible rock lean ore, and coarse tailings stockpile slopes within ¼ mile of residential and designated public use areas;

(5) The establishment of vegetation on rock, lean ore, and coarse tailings stockpile slopes which consist of rapidly decomposable material and material subject to leaching.

c. The establishment of vegetation shall be initiated during the first normal planting period following completion or after it has otherwise been required, using techniques such as:

(1) grading;

(2) disking or chisel plowing to reduce compaction;

(3) seeding or planting;

(4) fertilizing;

(5) mulching; and

(6) irrigating.

d. Within 3 growing seasons after completion at least 90% of the area where vegetation is required must be covered with living vegetation.

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e. Within 10 growing seasons after completion, an area shall have a vegetative community with characteristics similar to those in an approved reference area. No release pursuant to 6 MCAR § 1.0405 F. shall be granted until the area has such characteristics.

f. Where rills and gullies more than 9" deep form or where vegetation success standards are not met, the surface shall be repaired and replanted during the next normal planting period after such conditions occur.

F. Air pollution.

1. Goal. Mining shall be managed to control avoidable dust (APC 6).

2. Requirement. Avoidable dust shall be controlled by techniques such as:

- a. Water spray,
- b. Chemical binders,
- c. Anchored mulches,
- d. Vegetation, and,
- e. Enclosure and containment.

G. Blasting.

1. Goal. Effects of air overpressure and ground vibrations from mining operations shall be kept at levels which will not be injurious to human health or welfare and animal life outside mining areas.

2. Requirements.

- a. Air overpressure standards.

(1) Air overpressure outside the mining area shall not exceed 130 decibels as measured on a linear peak scale, sensitive to a frequency band ranging from 6 cycles per second to 200 cycles per second.

(2) All open pit blasts shall be monitored by the operator. Monitoring stations shall be located adjacent to the nearest structure not owned by the permittee, and where the commissioner deems necessary to investigate complaints.

(3) All open pit mining operators shall keep a blaster's log of production blasts for a period of at least 6 years containing the following:

- (a) Date and time of blast;
- (b) Type of explosive used;
- (c) Ignition layout with locations of blast holes and time intervals of delay;
- (d) Pounds of explosives per each delay of 8 milliseconds or more;
- (e) Total pounds of explosives;

- (f) Type of material blasted;

(g) Monitoring locations and results of monitoring;

(h) Meteorological conditions, including temperature inversions, wind speed and directions as can be determined from the U.S. Weather Bureau, and ground-based observations;

(i) Directional orientation of free faces of bench to be blasted; and

(j) Other information as the commissioner may require.

(4) If a focusing condition is detected which could cause the blast to adversely affect populated areas, blasting shall be postponed until the condition is no longer present.

(5) Blasting shall take place only during daylight hours unless a hazardous condition requires blasting at another time.

b. Ground vibration control.

(1) The maximum peak particle velocity from blasting shall not exceed one inch per second at the location of any structure not owned by the permittee.

(2) The permittee shall either:

(a) Monitor production blasts for peak particle velocity using a seismograph capable of measuring three mutually perpendicular peak particle velocities, with the peak particle velocity being the largest of these measurements; or

(b) Utilize the scale distance formula $W = (d/60)^2$, where: W = the charge weight in pounds per delay (8 milliseconds or more), and d = the distance (in feet) from the blast to the nearest structure not owned by the permittee to determine the weight of allowable explosive per delay.

When the monitoring is chosen, or complaints are received, seismic measurements shall be conducted adjacent to the nearest structure not owned by the permittee and where the commissioner deems necessary to investigate complaints.

(3) The commissioner may require permittees using underground mining methods to maintain a blaster's log for the purpose of assessing ground vibration control.

c. All monitoring data collected shall be saved for a period of six years and made available to the commissioner upon request.

H. Subsidence and other surface displacement.

1. Goal. Mining operations shall be conducted in a manner which will prevent or mitigate hazardous conditions which result from slumping, heaving, and subsidence.

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2. Requirement.

a. Techniques shall be employed which prevent slumping and heaving.

b. When requested by the commissioner, the permittee shall establish ground control survey locations and conduct surveys to document the extent of ground movement.

c. After subsidence has ceased, affected areas shall be contoured or filled to remove hazard and when required by the commissioner, a drainage system shall be established.

1. Deactivation and release.

1. Goal. The mining area shall be deactivated so that it is non-polluting, is stable, is free of hazards, minimizes the need for fencing, has current land use and future land use potential which recognizes the needs of the surrounding area, and is maintenance free to the maximum extent possible.

2. Requirements.

a. At least 2 years prior to deactivation of any portion of the mining area, proposed subsequent uses shall be presented to the commissioner for approval, pursuant to 6 MCAR § 1.0404 C. The proposed uses shall be selected based on:

- (1) Compatibility of adjacent uses;
- (2) The needs of the area;
- (3) The productivity of the site;
- (4) Projected land use trends;
- (5) Public health and safety;
- (6) Pollution of air and water; and
- (7) Written approvals from surface owners and the local zoning authority.

b. The mining area shall be managed during deactivation to achieve the approved subsequent uses.

c. Within 1 year after deactivation begins, debris and mobile equipment which will not be used for reclamation shall be removed from the area being deactivated.

d. Within 3 years after deactivation begins, or within a longer period approved by the commissioner, the following shall be accomplished:

(1) Removal of roads, parking areas, and storage pads except those the commissioner deems necessary for access; and

(2) All other equipment, facilities, and structures shall be removed and foundations razed below ground level and covered with a minimum of 2 feet of soil.

e. Exposed underground mine workings shall be promptly sealed as approved by the commissioner and the county mine inspector.

f. Within 3 years after deactivation of an open pit begins, the following shall be accomplished:

(1) Establishment of at least one safe access to the bottom of the pit;

(2) Construction of fences for safety where required by the commissioner or the county mine inspector; and

(3) Where open pits contain materials which may become a water quality problem due to leaching, the commissioner may require:

- (a) Monitoring pit water quality;
- (b) Removing or covering leachable material;
- (c) Grouting leachable areas;
- (d) Rapid filling of the pit with water;
- (e) Using material to control pH or other toxic materials in the pit water;
- (f) Treating the water discharged from the pit; and
- (g) Continuing maintenance after deactivation.

g. Within 3 years after deactivation of a tailings or settling basin begins the following shall be accomplished:

(1) Drain surface water from the basin, unless the commissioner permits or requires the retention of water in specific areas within the basin for water storage, wildlife habitat, or other purposes;

(2) Shape and contour the surface to ensure permanent drainage away from the interior of the basin in a manner which will not result in erosion or adversely affect structural stability.

(3) Make provisions for the continued maintenance of all dams and overflow or seepage control structures.

h. Within 3 years after the commencement of deactivation of a water reservoir, the permittee shall, with the approval of the commissioner:

(1) Drain the reservoir and reintegrate the area into the natural watershed, pursuant to 6 MCAR § 1.0402 I.2.g.

(2) Make provisions for the continued maintenance of all dams and overflow or seepage control structures.

i. When continued maintenance is necessary after deactivation, pursuant to 6 MCAR § 1.0402, and as a condition for release pursuant to 6 MCAR § 1.0403 F., operating plans, schedules and funding arrangements for providing the maintenance shall be submitted to the commissioner.

6 MCAR § 1.0403 The permit to mine and requirements of permittees.

A. Requirements.

1. No person shall carry out a mining operation for metallic minerals in this state without first obtaining a permit to mine from the commissioner. Where 2 or more persons are or will be engaged in a mining operation, all such persons shall join in the application and the permit to mine shall be issued on a joint basis. Where a person is or will be engaged in only a

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portion of the operation, that person need only be a joint permittee in the portion in which that person is participating.

2. A person conducting a mining operation on the effective date of these rules, who applied for a permit to mine within 180 days, after that date, may continue to conduct such operation during the pendency of the application.

3. Applications shall include, pursuant to 6 MCAR § 1.0403 B.:

- a. Documents;
- b. Organizational data;
- c. Environmental setting maps;
- d. Environmental setting analysis;
- e. Mining and reclamation maps;
- f. Mining and reclamation plan; and
- g. Biennial plan for the first two years of operation;

4. If the life of the mine will be 5 years or less, the application and deactivation plan may be combined, pursuant to 6 MCAR § 1.0403 E.

5. After receiving a permit to mine, the permittee shall provide the commissioner with the following, pursuant to 6 MCAR § 1.0403 C.-F.:

- a. Biennial plans for succeeding years of operation;
- b. Annual reports;
- c. A deactivation plan;
- d. A request for release.

6. When the submittal dates for annual reports and biennial plans correspond, they may be combined into one document.

B. Applications. An application for a permit to mine shall be submitted in duplicate by the applicant to the commissioner in the form hereby prescribed. An application for a mining permit shall include all information pursuant to 6 MCAR § 1.0403 B. An application for a scam mining permit shall include all information, pursuant to 6 MCAR § 1.0403 B. 1., 2., 5., and 6.

1. Documents.

- a. A certificate or evidence of insurance, as required in Minn. Stat. § 93.481, subd. 1.b.
- b. The notice and affidavit of publication, pursuant to 6 MCAR § 1.0404 A.1.
- c. If the applicant is a foreign corporation, as defined by Minn. Stat. §§ 300.02 and 303.02, a certified copy of the certificate of authority to transact business in the state of Minnesota.

d. Financial and income statements from all applicants for the previous 3 years, consisting of annual reports or, if annual reports are not available, a similar statement describing solvency and profitability.

2. Organizational data.

- a. The post office address of the applicant.
- b. The general organizational structure of the applicant, any parent companies, owners, principal stockholders, partners, and joint venturers.
- c. Any managing agents or subsidiaries which are or may be involved in the mining operation.
- d. Organizational relationships between or among joint applicants.

3. Environmental setting maps. The commissioner shall make available to the applicant, at the applicant's expense, copies of all relevant publication information in his possession for the applicant's use in preparing environmental setting submissions. The applicant shall submit the following information on overlays to 7½ minute U.S.G.S. quadrangles or equivalently scaled maps delineating the mining area. Maps shall include such adjacent lands as required by the commissioner, to show the areas directly or indirectly affected by the mining operation. Overlays shall include:

- a. Bedrock geology, including the general shape of the orebody and known or inferred reserves and resources within and adjacent to the mine area. Appropriate cross-sections which show the horizontal and vertical relationships shall also be included;
- b. Water basins, water courses, and wetlands which are or could be affected by the mining operation;
- c. Boundaries of watersheds which are or could be affected by the mining operation.
- d. Details of ground water conditions based on best available information and exploratory drill holes;
- e. Natural resource sites identified by the commissioner, such as those listed in "Minesite Data Manual," V 21 Natural Resources Sites, Minnesota Department of Natural Resources.
- f. A forest inventory, including species, density, size class, and height;
- g. A soil inventory including soil type, extent, and thickness;
- h. Past mining facilities including stockpiles, tailings basins, mines, and processing plants;
- i. Surface and mineral ownership within the mining area; and

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j. Exclusion, avoidance, and setback areas, pursuant to MCAR § 1.0402 A.

4. Environmental setting analysis. Based on the environmental setting data submitted pursuant to 6 MCAR § 1.0403 B. 3., the applicant shall provide the commissioner with an environmental analysis including;

a. A copy of any environmental reports prepared relative to the mining operation; and

b. An explanation of the basis for siting those parts of operation which will be developed hereafter, including:

(1) A description of the positive and negative aspects of all sites considered; and

(2) How the selected site will aid in the attainment of the reclamation goals.

5. Mining and reclamation maps. The applicant shall submit maps and, as appropriate, cross sections containing all features normally found on a U.S.G.S. quadrangle map, at a scale required by the commissioner, which:

a. Define the shape and extent of the orebody which will support the operating life of the mine.

b. Identify all known and inferred mineral reserves or resources which are located within the mining area but which have not been included as part of the mining plan;

c. Identify lands proposed for use as vegetative reference areas;

d. Depict the detailed drainage patterns for waters which may contact leachable materials; and

e. Depict at appropriate intervals, approved by the commissioner, the status of:

(1) Mining the orebody;

(2) Watershed modifications (including changes in the boundaries, diversions, disposition of surface water flows, and runoff);

(3) Construction (including shape, extent, and content) and reclamation (including contouring, dust control, temporary stabilization, vegetation, and deactivation) of each: stockpile, tailings basin, mine, reservoir, dam, diversion channel, drainage control, settling basin, and semi-permanent mine roads and railroads located outside the mine pit, plant facilities, shops, offices, parking lots, borrow pits, and auxiliary facilities.

6. Mining and reclamation plan. This plan shall describe:

a. The operating life of the mine, including:

(1) The rate of mining and anticipated changes in that rate; and

(2) The factors used to determine the minable reserves and changes which would expand or diminish such reserves.

b. The mining activities to be conducted, including:

(1) The types, amounts, sequence, and schedule for mining the orebody and stockpiling materials, including:

(a) The distinctions among ore, lean ore, and waste rock;

(b) A discussion of in-mine disposal; and

(c) The physical and chemical character of mine waste.

(2) The ore beneficiating process, including a discussion of the type and amount of any chemicals to be added and the types, amounts, sequence, schedule, and means of tailings disposal.

c. The methods, sequence, and schedules of reclamation which address the goals and meet the requirements of 6 MCAR § 1.0402, including anticipated reclamation research.

C. Biennial plan. The permittee shall submit for the upcoming 2 years a biennial plan to the commissioner in duplicate, on or before January 31 of every other year. The plan shall detail:

1. Any changes in the rate of mining or minable reserves pursuant to 6 MCAR § 1.0403 B. 6. a.;

2. The mining activities pursuant to 6 MCAR § 1.0403 B. 6. b.;

3. The reclamation activities pursuant to 6 MCAR § 1.0403 B. 6. c.;

4. A map in the form prescribed by 6 MCAR § 1.0403 B. 5., which depicts the status of mining, construction, reclamation, and watershed modifications pursuant to 6 MCAR § 1.0403 B. 5. e.

D. Annual report. The permittee shall submit for the previous year an annual report to the commissioner in duplicate on or before January 31 of each year. The report shall detail:

1. Annual financial and income statements for the most recent year pursuant to 6 MCAR § 1.0403 B. 1. d.;

2. The actual rate of mining and the remaining minable reserves pursuant to 6 MCAR § 1.0403 B. 6. a., and consistent with 6 MCAR § 1.0403 C. 1.

3. The actual mining activities pursuant to 6 MCAR § 1.0403 B. 6. b., and consistent with 6 MCAR § 1.0403 C. 2.

4. The actual reclamation activities pursuant to 6 MCAR § 1.0405 B. 6. c. and consistent with 6 MCAR § 1.0403 C. 3.

5. A map in the form prescribed by 6 MCAR § 1.0403 B. 5., which depicts the status of mining, construction, reclamation, and watershed modifications pursuant to 6 MCAR § 1.0403 B. 5. e.

E. Plan for deactivation. The permittee shall submit to the commissioner in duplicate, a deactivation plan at least 2 years prior to beginning deactivation for any portion of the mining area. This plan shall replace the biennial plan for the portion to be deactivated and shall contain:

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1. Plans, designs, specifications, and supporting data for reclamation activities which comply with 6 MCAR § 1.0402;

2. A reclamation compliance schedule;

3. A discussion of how the land will be managed until the permittee requests release pursuant to 6 MCAR § 1.0404 F.

F. Request for release. The permittee shall submit to the commissioner in duplicate, a request for release, pursuant to 6 MCAR § 1.0404 F. This request shall include the following:

1. Certification of compliance with the applicable sections of these rules, the approved deactivation plans, and the permit to mine;

2. A detailed description of provisions for continued maintenance;

3. Identification of the ownership of the mining area and all remaining structures and facilities; and

4. A map in the form prescribed by 6 MCAR § 1.0403 B. 5., which depicts the following:

a. The final topography;

b. The post mining drainage system including the amounts and locations of discharge to receiving waters;

c. The extent and type of vegetation;

d. The existing and expected level of pit water and the year in which this level will be reached;

e. The location of the safe access to the bottom of the pit;

f. The location of fences and other access barriers; and

g. The areal extent and (as applicable) the height, depth, and physical and chemical characteristics of each stockpile, tailings basin, mine, reservoir, dam, diversion channel, drainage control, structure settling basin, and the location of all mine roads and railroads, borrow pits, plant facilities, shops, offices, parking lots, and auxiliary facilities within the mining area.

6 MCAR § 1.0404 Procedures.

A. Permit to mine.

1. The process for requesting a permit to mine is commenced by submitting an application to the commissioner pursuant to 6 MCAR §§ 1.0402 and 1.0403. After the commissioner determines the application is adequate, the applicant shall publish an advertisement as required by 6 MCAR § 1.0405. Within 7 days after the last date of publication, the applicant shall submit to the commissioner a copy of the advertisement and an affidavit from the printer verifying publication. The application shall then be considered filed.

2. Determination with hearing.

a. Written objections and a request for a hearing may be filed with the commissioner according to provisions of Minn. Stat. § 93.481, subd. 2.

b. Within 10 days after the receipt of the objections, the commissioner shall determine whether the person filing the objection is entitled to object.

(1) If the objections were filed by a person entitled to object, the commissioner shall:

(a) Select a hearing date which shall be no more than 30 days after the last date of opportunity to object;

(b) Serve an order for hearing in the form and manner required by the provisions of 9 MCAR § 2.204, except those in 9 MCAR § 2.204 B. which shall not apply. (In no event shall such an order be served less than 10 days prior to the hearing);

(c) Mail a copy of the order for hearing to all persons who filed objections and all local units of government in which all or a part of the operation is located; and

(d) Publish notice of subject, time, date and place of the hearing at least once prior to the hearing in a newspaper which must be both a legal newspaper, within the meaning of Minn. Stat. § 331.02, and circulated in the locality of the proposed mining operation.

(2) If the objections were filed by a person not entitled to object, the commissioner shall notify him in writing by mail of such determination giving reasons therefor.

c. The commissioner may hold a hearing on the proposed application without receipt of objections if he deems it necessary to protect public health, safety, and welfare.

d. Within 120 days after receipt of the hearing officer's report pursuant to Minn. Stat. § 93.481, subd. 2., the commissioner shall:

(1) Grant the permit to mine with or without modifications or conditions; or

(2) Deny the permit to mine.

3. Determination without hearing.

a. If, within 30 days after the last publication required by 6 MCAR § 1.0405, no objections to an application are received from persons entitled to object, the commissioner may within 120 days process the application in accordance with the following:

(1) Grant the permit to mine with or without modifications or conditions;

(2) Deny the permit to mine; or

(3) Request in writing that the applicant provide additional information.

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

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b. If the commissioner has made a request for additional information, within 120 days after receiving such information, the commissioner shall:

(1) Grant the permit to mine with or without modifications or conditions; or

(2) Deny the permit to mine.

4. Hearing upon demand of applicant.

a. If the commissioner processes the application without a hearing, the applicant may, within 30 days after mailed notice of the commissioner's order on the application, file with the commissioner a demand for hearing pursuant to Minn. Stat. ch. 15. The application shall thereupon be fully heard on notice.

b. Within 120 days after receipt of the hearing officer's report the commissioner shall:

(1) Grant the permit to mine with or without modifications or conditions; or

(2) Deny the permit to mine.

5. Review of biennial plan.

After granting the permit to mine, the commissioner shall review the biennial plan required by 6 MCAR § 1.0403 C., to determine if it complies with the provisions of the permit to mine and these rules. Upon completion of this review, the commissioner shall inform the permittee regarding compliance of the plan with the permit to mine and these rules.

B. Variance from these rules, pursuant to Minn. Stat. § 93.48.

1. A proceeding for requesting a variance from these rules is commenced when the permit applicant or permittee files an adequate application for a variance with the commissioner. The application shall include information necessary for the commissioner to determine that the proposed variance is consistent with the general welfare and the goals of these rules.

2. Within 30 days after receipt of the application, the commissioner shall determine whether the proposed variance constitutes a substantial change from the requirements of these rules.

a. If the commissioner determines that a substantial change would result, the applicant shall follow the procedures for permit to mine applications, as set forth in 6 MCAR § 1.0404 A.

b. If the commissioner determines that there would be no substantial change the commissioner shall without a hearing:

(1) Allow the variance with or without additional terms or conditions which are consistent with these rules; or

(2) Deny the application.

3. If the commissioner processes the application without a hearing, pursuant to 6 MCAR § 1.0404 B. 2. b., the

applicant may file with the commissioner a demand for hearing on the decision pursuant to 6 MCAR § 1.0404 A. 4.

4. Applications for variance from these rules may be filed simultaneously with an application for a permit to mine, provided that the advertisement contains all information required for applications for permits to mine and for variance.

C. Amendment of the permit to mine pursuant to Minn. Stat § 93.481, subd. 3.

1. A proceeding for requesting an amendment of a permit to mine is commenced when the permittee files an adequate application for an amendment with the commissioner. The application shall include information necessary for the commissioner to determine that the proposed amendment meets the lawful requirements and these rules.

2. Within 30 days after receipt of the application, the commissioner shall determine whether the proposed amendment constitutes a substantial change in the permit to mine.

a. If the commissioner determines that a substantial change would occur, the applicant shall follow the procedures for permit to mine applications, as set forth in 6 MCAR § 1.0404 A.

b. If the commissioner determines that there would be no substantial change, the commissioner shall without a hearing:

(1) Allow the amendment with or without additional terms or conditions which are consistent with these rules; or

(2) Deny the application.

3. If the commissioner processes the application without a hearing pursuant to 6 MCAR § 1.0404 C. 2. b. the applicant may file with the commissioner a demand for hearing on the decision pursuant to 6 MCAR § 1.0404 A. 4.

D. Cancellation of permit.

1. Cancellation at the request of permittee.

a. A proceeding to cancel a permit to mine at the request of the permittee is commenced when a permittee files a written request with the commissioner. The request shall identify the permittee and give reasons for the cancellation.

b. Within 30 days after the receipt of a request, the commissioner shall determine whether cancellation would have a significant adverse effect on any public interest relating to the goals of these rules.

(1) If the commissioner determines that cancellation shall have such adverse effect the permittee shall publish an advertisement pursuant to 6 MCAR § 1.0405 and the commissioner shall proceed as if he had received an application for a permit to mine, pursuant to 6 MCAR § 1.0404 A.

(2) If the commissioner determines that the cancellation shall not have such adverse effect, the permit may be cancelled with or without conditions.

2. Cancellation with the consent of permittee. A

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proceeding to cancel a permit to mine with the consent of the permittee is commenced when the commissioner serves the permittee with written request giving reasons for the cancellation.

a. If no reply or an affirmative reply is filed with the commissioner within 30 days, procedures pursuant to 6 MCAR § 1.0404 D.1.b. shall be commenced except that the commissioner shall publish an advertisement pursuant to 6 MCAR § 1.0405.

b. If a negative reply is filed with the commissioner within 30 days:

(1) the permit to mine will continue in effect; or

(2) a proceeding to revoke the permit to mine pursuant to 6 MCAR § 1.0404 E. shall be commenced.

E. Revocation or modification of a permit to mine, requiring a performance bond, or assessment of civil penalties.

1. Commencing proceedings.

a. A proceeding to revoke or modify a permit to mine, to require a performance bond, or to assess a civil penalty shall be commenced by serving upon the permittee.

(1) A notice and order for hearing in the form and manner pursuant to 9 MCAR § 2.204;

(2) A proposed order revoking or modifying the permit to mine, requiring a performance bond, or assessing a civil penalty; and

(3) A statement of the measures, if any, required to correct the situation and the time available therefore.

b. If the conditions that provided the grounds for such an action are corrected to the commissioner's satisfaction, within a time period established by the commissioner of not less than 15 days after the notice, the proceedings shall be cancelled.

2. Hearing prior to determination.

a. The commissioner shall hold a hearing prior to the determination to revoke or modify a permit to mine, require a performance bond, or assess a civil penalty if, within 15 days after commencement of the proceeding, any permittee serves an answer on the commissioner and all other parties. If an answer is served, the commissioner, without further notice, shall hold the hearing at the time and place specified in the order for hearing. No hearing shall be held less than 30 days after commencement of the proceeding.

(1) An answer shall contain the following:

(a) A written statement of the defenses to each violation alleged in the order for hearing; and

(b) A specific admission, denial, or explanation of each fact alleged in the order for hearing, or, if the permittee is without knowledge thereof, a statement to that effect.

(2) Allegations of a complaint not thus answered shall be deemed to have been admitted.

b. If an answer contains an admission to an alleged fact no hearing shall be held on that fact and the allegation shall prevail.

c. Failure of a permittee to serve an answer, pursuant to 6 MCAR § 1.0404 E.2.a. or to appear at the hearing shall be deemed to constitute a waiver of a hearing on the allegations of the order for hearing and the contents of the proposed order. Such waiver authorizes the commissioner, without further notice to the permittee and without proceeding further with the hearing, to adopt the proposed order, or that much as is applicable if the proposed order is in the alternative or if there have been correction measures attempted. Said order shall be his final decision on the matter.

d. If the permittee appears at the hearing, the commissioner, in reaching a final decision, shall not be bound by the proposed order.

F. Suspension. The permit to mine may be suspended by the commissioner, pursuant to Minn. Stat. § 93.481, subd. 4. (d). The commissioner's order suspending the permit to mine for the specified period, once served, constitutes the commissioner's final decision on the matter.

G. Deactivation and release of permittee.

1. Deactivation. The commissioner shall review the deactivation plan, pursuant to 6 MCAR § 1.0403 E., to determine if it complies with the requirements of the permit to mine and these rules, in the same manner as if the commissioner had received an application for an amendment pursuant to 6 MCAR § 1.0404 C.

2. Release.

a. A proceeding to release the permittee from responsibility on any portion of a deactivated mining area is commenced when the permittee submits a request for release, pursuant to 6 MCAR § 1.0403 F.

b. The commissioner shall review the request and determine:

(1) If all terms and conditions of applicable sections of these rules, the permit to mine, and the approved deactivation plan have been satisfied; and

(2) That it is not necessary to defer such release until other portions of the mining area have been deactivated.

c. Within 270 days after receipt of the request the commissioner shall:

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(1) Release the permittee with or without modifications or conditions; or

(2) Deny the request.

H. The commissioner may hold a hearing, pursuant to Minn. Stat. §§ 93.44-93.51 and these rules, provided that the commissioner issue an order for hearing, pursuant to 9 MCAR § 2.204.

I. Hearing procedures. Procedures pursuant to 9 MCAR §§ 2.02-2.22, shall apply to any contested case hearing under these rules, except as otherwise provided in Minn. Stat. §§ 93.44-93.51 and these rules.

6 MCAR § 1.0405 Publication. When an advertisement is required, it shall be published once each week for four successive weeks in a legal newspaper, pursuant to Minn. Stat. § 331.02, which is circulated in the locality of the proposed mining operation. This advertisement shall contain:

A. A statement and map indicating the location and boundaries of the mining area;

B. The names of all owners of record of the surface and mineral rights to each parcel of land within the mining area, except lands occupied by existing railroads located outside the mine and plant areas;

C. The schedule for accomplishing what is being proposed;

D. A notice of the deadline date for filing objections; and

E. The following information;

1. If application is made for a permit to mine — a description of the proposed mining operation including the general kinds of reclamation or restoration measures to be undertaken pursuant to the reclamation plan;

2. If an amendment to a permit to mine is requested — a description of the purpose and nature of the proposed amendment;

3. If a cancellation of a permit to mine is requested — an explanation of the request for cancellation and the consequences of allowing such a request; or

4. If a variance from these rules is requested — a description of the purpose and nature of the requested variance and a description of the proposed alternative means which will be used to meet the goals and comply with the requirements of these rules.

6 MCAR § 1.0406 Administrative standards.

A. Variance.

1. Granting of a variance. The commissioner may grant a variance from the requirements of these rules upon application by a permit applicant or permittee, if it is determined that:

a. A variance is consistent with the general welfare and general purposes of these rules;

b. By reason of exceptional circumstances, the strict enforcement of the reclamation requirements would

cause undue hardship or strict conformity with the requirements of these rules would be unreasonable or not feasible; and

c. Acceptable alternative means of accomplishing the goals, pursuant to 6 MCAR § 1.0402, have been provided by the permit applicant or permittee.

2. Conditional granting. The commissioner may grant a variance upon such conditions as may be necessary for the prevention, control, or correction of adverse environmental effects, consistent with the requirements of these rules and Minnesota statutes.

B. Revocation or modification. The commissioner may revoke a permit to mine or modify any of its terms or conditions, pursuant to Minn. Stat. § 93.481, subd. (4). A permittee shall not be considered to have commenced substantial construction of plant facilities unless erection of the primary plant facilities has begun. Planning, securing capital, purchasing land and materials and otherwise preparing for construction are not sufficient.

C. Performance bonds.

1. Need for bond. At any time during the pendency of a permit application, during the mining operation, or following the completion of mining but prior to the release of the permittee, the commissioner:

a. Shall require the operator to furnish a performance bond if the commissioner determines that the operator has failed to:

(1) Perform any part of a reclamation measure required by the permit to mine or any amendment or modification thereto;

(2) Comply with a provision of these rules; or

(3) Perform any research required, pursuant to Minn. Stat. §§ 93.44-93.51.; or

b. May require the operator to furnish a performance bond if there is reasonable doubt that the operator will be financially able to comply with the requirements of the permit to mine or these rules.

2. Amount of bond. The amount of a performance bond shall be determined by the commissioner and shall be equal to the estimated cost, to the Department of Natural Resources, of satisfactorily accomplishing reclamation of all lands disturbed and unreclaimed up to the date of annual bond review.

3. Conditions of bond. A performance bond required pursuant to this regulation shall be conditioned upon the performance by the operator within a time period established by the commissioner of all actions necessary to correct the deficiency or noncompliance for which reason the bond is required. For the purpose of the bond "performance" shall mean the accomplishment as determined by the commissioner, of all actions required under the bond. The bond shall also provide that the surety or his successors or assigns are

PROPOSED RULES

not released in any way from liability thereunder by any amendment of the terms or conditions of the permit to mine; provided that regardless of amendment the surety shall be liable for no more than the amount specified in the bond. The need for and amount of all bonds shall be reviewed annually.

4. Other security and assurance.

a. Whenever an operator is required to furnish a performance bond pursuant to this regulation, he may, in lieu thereof:

(1) Submit as security to the commissioner for deposit with the state treasurer, assignable bonds or notes of the United States in a sum equal, at their par value, to the amount of the required performance bond.

(2) Give a lien against real or personal property at its wholesale value in lieu of a bond. Such property must remain in the state for the duration of the agreement and be managed and repaired by the permittee as necessary to maintain its value. Failure to maintain value shall allow the commissioner to modify or revoke the permit to mine, or to require bonds or notes to be deposited as a replacement bond. The commissioner shall accept such property as assurance if it is determined, by the commissioner, that:

(a) No other liens exist on said property;

(b) The wholesale value is adequate to cover reclamation costs; and

(c) Sufficient market exists, such that, the sale of said property can occur rapidly.

(3) Submit other security or assurances as may be acceptable to the commissioner.

b. The permittee shall submit an agreement authorizing the commissioner to collect or sell the bonds, notes, property or other security or assurance so submitted or deposited, upon the same conditions as would constitute a default under a performance bond. The acceptance of United States bonds, notes, a lien on property or other security or assurance, in lieu of a performance bond, shall have the same force and effect as if a performance bond has been furnished. When it is determined during the annual bond review that

such security is no longer necessary, any bonds, notes, lien or other security or assurance deposited pursuant to this paragraph shall be returned to the permittee.

5. Upon forfeiture of a bond the permittee shall allow access to the commissioner and his designated contractors into all mining areas for the purpose of reclaiming all lands disturbed and unreclaimed.

D. Civil penalties.

1. If any person violates any provision of Minn. Stat. §§ 93.44-93.51, these rules, or any permit to mine issued thereunder, the commissioner may order imposition of a civil penalty of not more than \$1,000 per day for each violation of:

a. each provision; or

b. the same provision in more than one portion of the mining area.

2. In determining the amount of a penalty, the commissioner shall consider:

a. The severity of the violation;

b. The need to deter future violations, and

c. The magnitude of potential or actual gains resulting from the violation.

3. The commissioner shall collect any assessed civil penalty in the same manner as any other debt owed the state.

E. Suspension. The commissioner may suspend all or any part of a permit to mine pursuant to Minn. Stat. § 93.481, subd. 4. Any suspension ordered pursuant to this section may be for such period and upon such terms as the commissioner deems appropriate to correct the conditions which necessitated suspension.

6 MCAR § 1.0407 Inspection of mining area. The permittee shall allow the commissioner to inspect all mining operations and records needed to monitor compliance with the permit to mine and these rules after reasonable prior notice.

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Department of Health Executive Division

Proposed Adoption of A New Rule and Amendment of Existing Rules of the Minnesota Merit System Governing the Compensation Plan; Salary Adjustments and Increases; and Classification Plan

Notice of Hearing

Notice is hereby given that a public hearing in the above-entitled matter will be held pursuant to Minn. Stat. § 15.0412, subd. 4, in the State Office Building, Room 83, 435 Park Street, St. Paul, Minnesota, on October 15, 1979, commencing at 9:30 A.M.

All interested or affected persons will have an opportunity to participate concerning the rules captioned above. Statements may be made orally and written material may be submitted. In addition, whether or not an appearance is made at the hearing, written statements or materials may be submitted to Harry S. Crump, Hearing Examiner, Office of Hearing Examiners, 1745 University Ave., St. Paul, MN 55104 (612) 296-8111, either before the hearing or within five (5) working days after the close of the hearing. The hearing examiner may keep the record open for a longer period not to exceed 20 calendar days. All such statements will be entered into and become part of the record.

Proposed revisions to 7 MCAR § 1.314 amend the Merit System Compensation Plan for positions in local health departments which are under the Minnesota Merit System. Proposed revisions to the 1979 Compensation Plan establish the salary range for the new classification listed elsewhere in this notice.

As a result of the 1979 Minnesota Merit System Salary Survey, conducted in accordance with 7 MCAR § 1.239 D., a new Compensation Plan is proposed for 1980. It is recommended that: Professional and Administrative Plans A, B, and C be adjusted 7% at minimum, maximum and intervening steps, with some exceptions; Health Services Support Personnel Plans A, B, and C be adjusted 7% at minimum, maximum and intervening steps, with some exceptions; Clerical Compensation Plans A, B, C, D, E, and F be adjusted \$50 at minimum, maximum and intervening steps; and Building Maintenance Plans A and B be adjusted two steps at minimum, maximum and intervening steps. The effective date of these adjustments is January 1, 1979, or the beginning date of the first payroll period following January 1, 1979, for agencies on a bi-weekly or four week payroll period.

Proposed revisions to 7 MCAR § 1.260 B.2. recommend a

general adjustment of 7% for incumbents on the Professional and Administrative and Health Services Support Personnel Plans, a general adjustment of \$50 for incumbents on the Clerical Plans, and a general adjustment of two steps for incumbents on the Building Maintenance Plans. The effective date of these recommended adjustments is January 1, 1979, or the beginning date of the first payroll period following January 1, 1979, for agencies on a bi-weekly or four week payroll period.

Proposed revisions to 7 MCAR § 1.239 involve adding a section to provide for recommending salary adjustments in even-numbered years equivalent to 80 percent of the increase in the June to June Bureau of Labor Statistics Twin City consumer price index for urban wage earners and clerical workers rounded to the nearest tenth of a percent and not to exceed 8%, to be effective the next succeeding January 1, or for those agencies on a bi-weekly or four week payroll period on the beginning date of the first payroll period following the next succeeding January 1. Changes in language of the current rule are made to make it consistent with the new section and the rules of the Department of Public Welfare Merit System (12 MCAR § 2.494) and Department of Public Safety Merit System (11 MCAR § 1.2094).

The proposed revision to 7 MCAR § 1.239 E.1. requires the appointing authority and exclusive representative, where there is one, to negotiate a salary schedule for new classifications established in the middle of a contract period within sixty days of the establishment of the classification. Currently the Merit System Supervisor is responsible for establishing such salary schedules where no such procedure for establishing a schedule exists in the labor contract.

The proposed rule creating a new classification is 7 MCAR § 1.269 for Nutrition Assistant. This new classification is being proposed in response to an expressed need for such a class from Anoka and Olmsted County Public Health Departments.

The proposed rule changes will result in approximately \$3744 increased county expenditure. The authority for the proposed rule change is contained in Minn. Stat. § 144.071.

Copies of the proposed rules are now available and at least one free copy may be obtained by writing to Ralph Corey, Merit System, Department of Public Welfare, Centennial Office Building, St. Paul, Minnesota 55155, telephone (612) 296-3996. Additional copies will be available at the door on the date of the hearing.

Notice is hereby given that 25 days prior to the hearing a Statement of Need and Reasonableness will be available for review at the agency and at the Office of Hearing Examiners. This Statement of Need and Reasonableness will include a summary of all of the evidence which will be presented by the agency at the hearing justifying both the need for and the reasonableness of the proposed and amended rules. Copies of the Statement of Need and Reasonableness may be obtained from the Office of Hearing Examiners at a minimal charge.

Any person may request notification of the date on which

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the hearing examiner's report will be available, after which date the commissioner may not take any final action on the rules for a period of five (5) working days. Any person may request notification of the date on which the hearing record has been submitted to the Attorney General by the agency. If you desire to be so notified, you may so indicate at the hearing. After the hearing, you may request notification by sending a written request to the hearing examiner, in the case of the hearing examiner's report, or to the agency, in the case of the agency's submission or resubmission to the Attorney General.

In addition, please be advised that Minn. Stat. ch. 10A requires each lobbyist to register with the State Ethical Practices Board within five (5) days after he commences lobbying. A lobbyist is defined in Minn. Stat. § 10A.01, subd. 11 as any individual:

(a) Engaged for pay or other consideration, or authorized by another individual or association to spend money, who spends more than five hours in any month or more than \$250, not including *his own* travel expenses and membership dues, in any year, for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials; or

(b) Who spends more than \$250, not including *his own* traveling expenses and membership dues, in any year for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials. The statute provides certain exceptions. Questions should be directed to the Ethical Practices Board, 41 State Office Building, St. Paul, Minnesota 55155, telephone (612) 296-5615.

August 22, 1979

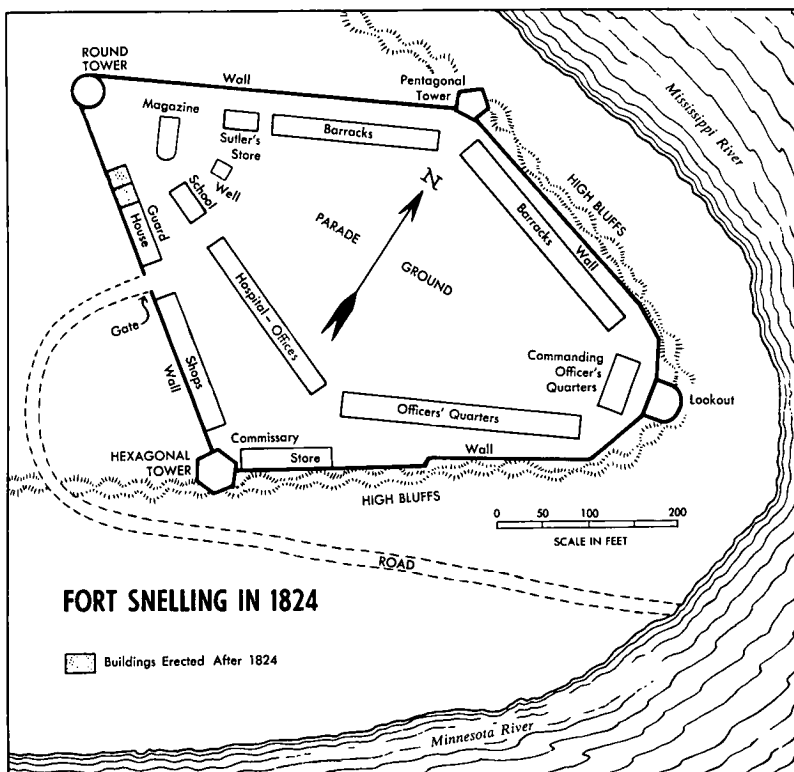
George R. Pettersen, M.D.
Commissioner of Health

Rules as Proposed

7 MCAR § 1.260 Salary adjustments and increases.

B. Adjustments to be made in accordance with Merit System Official Compensation Plan.

2. The general adjustment recommended for incumbents is five ~~seven~~ percent for employees on the Professional Salary Schedule and the Health Services Support Salary Schedule, and forty ~~fifty~~ dollars for employees on the Clerical Salary Schedule. Employees on the Building Maintenance Salary Schedules are recommended to receive a five ~~percent~~ two step adjustment.



MAP indicating the positions of the buildings and fortifications at old Fort Snelling in 1824 when Colonel Josiah Snelling, the fort's commander, completed his task. (Courtesy of Minnesota Historical Society)

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7 MCAR § 1.314 Compensation Plan (Public Health) — ~~1979~~ 1980

A. Professional and Administrative

1. Plan A

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|--|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Asst. Dir. of Envir. Health | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> |
| Asst. Dir. of Pub. Hlth. Nurs. | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Business Administrator | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Business Supervisor | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> |
| Dir. of Envir. Health | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> |
| Dir. of Pub. Hlth. Nurs. I | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Dir. of Pub. Hlth. Nurs. II | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> |
| Home Care Coordinator | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | |
| Medical Technologist | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | | |
| Pub. Health Educator I | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | |
| Pub. Health Educator II | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | |
| Public Health Nurse | 994 <u>1114</u> | 1041 <u>1164</u> | 1088 <u>1218</u> | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | | |
| Public Health Nurse (Team Leader) | 1041 <u>1164</u> | 1088 <u>1218</u> | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | 1359 <u>1523</u> | | |
| Public Health Nutritionist | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | |
| Registered Nurse (A.A. Degree, 3 yr. Dip. or B.S. Degree) | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | | | |
| Sanitarian I | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1273 <u>1273</u> | | | | |

PROPOSED RULES

| | | | | | | | | | |
|------------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Sanitarian II | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | |
| Sanitarian III | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> |
| Sanitarian IV | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> |
| School Health Coordinator | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | |
| Senior Public Health Nurse | 1088 <u>1218</u> | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | 1359 <u>1523</u> | 1423 <u>1590</u> | | |
| A. Professional and Administrative | | | | | | | | | |
| 2. Plan B | | | | | | | | | |
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Asst. Dir. of Envir. Health | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> |
| Asst. Dir. of Pub. Hlth. Nurs. | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> |
| Business Administrator | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> |
| Business Supervisor | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> |
| Dir. of Envir. Health | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> |
| Dir. of Pub. Hlth. Nurs. I | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> |
| Dir. of Pub. Hlth. Nurs. II | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> |
| Home Care Coordinator | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | |
| Medical Technologist | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | | |
| Public Health Educator I | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | |
| Public Health Educator II | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | |
| Public Health Nurse | 1041 <u>1164</u> | 1088 <u>1218</u> | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | 1359 <u>1523</u> | | |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | |
|--|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Public Health Nurse (Team Leader) | 1088 <u>1218</u> | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | 1359 <u>1523</u> | 1423 <u>1590</u> | | |
| Public Health Nutritionist | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | |
| Registered Nurse (A.A. Degree, 3 yr. Dip. or B.S. Degree) | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | | | |
| Sanitarian I | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | <u>1328</u> | | | | |
| Sanitarian II | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | |
| Sanitarian III | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Sanitarian IV | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> |
| School Health Coordinator | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | |
| Senior Public Health Nurse | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | 1359 <u>1523</u> | 1423 <u>1590</u> | 1486 <u>1662</u> | | |

A. Professional and Administrative

3. Plan C

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Asst. Dir. of Envir. Health | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> |
| Asst. Dir. of Pub. Hlth. Nurs. | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> |
| Business Administrator | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> |
| Business Supervisor | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> |
| Dir. of Envir. Health | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> |
| Dir. of Pub. Hlth. Nurs. I | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> |
| Dir. of Pub. Hlth. Nurs. II | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> |

PROPOSED RULES

| | | | | | | | | |
|--|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---|
| Home Care Coordinator | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> |
| Medical Technologist | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | |
| Public Health Educator I | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> |
| Public Health Educator II | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> |
| Public Health Nurse | 1111 <u>1244</u> | 1163 <u>1300</u> | 1215 <u>1357</u> | 1268 <u>1419</u> | 1326 <u>1487</u> | 1390 <u>1556</u> | 1454 <u>1624</u> | |
| Public Health Nurse (Team Leader) | 1163 <u>1300</u> | 1215 <u>1357</u> | 1268 <u>1419</u> | 1326 <u>1487</u> | 1390 <u>1556</u> | 1454 <u>1624</u> | 1518 <u>1699</u> | |
| Public Health Nutritionist | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> |
| Registered Nurse (A.A. Degree, 3 yr. Dip. or B.S. Degree) | 1064 <u>1138</u> | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | | |
| Sanitarian I | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | <u>1389</u> | | | |
| Sanitarian II | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> |
| Sanitarian III | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | <u>1486</u> <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> <u>1985</u> |
| Sanitarian IV | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> <u>2170</u> |
| School Health Coordinator | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |
| Senior Public Health Nurse | 1215 <u>1357</u> | 1268 <u>1419</u> | 1326 <u>1487</u> | 1390 <u>1556</u> | 1454 <u>1624</u> | 1518 <u>1699</u> | 1588 <u>1773</u> | |
| B. Health Services Support Personnel | | | | | | | | |
| 1. Plan A | | | | | | | | |
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 9 |
| Animal Warden | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | |
| Bookkeeper | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> <u>1138</u> |
| Home Health Aide | 547 <u>585</u> | 570 <u>610</u> | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | |
|------------------------------|------------------------------|-------------------------------|-------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Home Health Aide Coordinator | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | | |
| Inspector I | 779 <u>853</u> | 815 <u>891</u> | 851 <u>930</u> | 889 <u>974</u> | | | | | |
| Inspector II | 851 <u>930</u> | 889 <u>974</u> | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> | 1111 <u>1218</u> | | |
| Laboratory Technician | 636 <u>697</u> | 666 <u>728</u> | 696 <u>760</u> | 728 <u>796</u> | 762 <u>834</u> | 797 <u>872</u> | 833 <u>911</u> | | |
| Licensed Practical Nurse | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 951 <u>911</u> | 889 <u>951</u> | | | |
| Medical Laboratory Assistant | 680 <u>760</u> | 710 <u>796</u> | 744 <u>834</u> | 779 <u>872</u> | 815 <u>911</u> | 851 <u>951</u> | 889 <u>995</u> | | |
| Nutrition Assistant | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | |
| Public Health Aide | 437 <u>511</u> | 455 <u>536</u> | 478 <u>561</u> | 501 <u>585</u> | 524 <u>610</u> | 547 <u>635</u> | 570 <u>666</u> | | |
| 2. Plan B | | | | | | | | | |
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Animal Warden | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | | |
| Bookkeeper | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | 1111 <u>1189</u> |
| Home Health Aide | 570 <u>610</u> | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | | |
| Home Health Aide Coordinator | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | | |
| Inspector I | 815 <u>891</u> | 851 <u>930</u> | 889 <u>974</u> | 930 <u>1018</u> | | | | | |
| Inspector II | 889 <u>974</u> | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> | 1111 <u>1218</u> | 1163 <u>1273</u> | | |
| Laboratory Technician | 666 <u>728</u> | 696 <u>760</u> | 728 <u>796</u> | 762 <u>834</u> | 797 <u>872</u> | 833 <u>911</u> | 869 <u>951</u> | | |
| Licensed Practical Nurse | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | | | |
| Medical Laboratory Assistant | 710 <u>796</u> | 744 <u>834</u> | 779 <u>872</u> | 815 <u>911</u> | 851 <u>951</u> | 889 <u>995</u> | 930 <u>1039</u> | | |
| Nutrition Assistant | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | |

PROPOSED RULES

| | | | | | | | | | |
|------------------------------|-------------------------------|-------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Public Health Aide | 455 <u>536</u> | 478 <u>561</u> | 501 <u>585</u> | 524 <u>610</u> | 547 <u>635</u> | 570 <u>666</u> | 593 <u>697</u> | | |
| 3. Plan C | | | | | | | | | |
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Animal Warden | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | | |
| Bookkeeper | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | 1111 <u>1189</u> | 1163 <u>1244</u> |
| Home Health Aide | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | | |
| Home Health Aide Coordinator | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | 1111 <u>1189</u> | | |
| Inspector I | 851 <u>930</u> | 889 <u>974</u> | 930 <u>1018</u> | 971 <u>1064</u> | | | | | |
| Inspector II | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> | 1111 <u>1218</u> | 1163 <u>1273</u> | 1215 <u>1328</u> | | |
| Laboratory Technician | 696 <u>760</u> | 728 <u>796</u> | 762 <u>834</u> | 797 <u>872</u> | 833 <u>911</u> | 869 <u>951</u> | 910 <u>995</u> | | |
| Licensed Practical Nurse | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | | | |
| Medical Laboratory Assistant | 744 <u>834</u> | 779 <u>872</u> | 815 <u>911</u> | 851 <u>951</u> | 889 <u>995</u> | 930 <u>1039</u> | 971 <u>1088</u> | | |
| Nutrition Assistant | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | 1111 <u>1189</u> | |
| Public Health Aide | 478 <u>561</u> | 501 <u>585</u> | 524 <u>610</u> | 547 <u>635</u> | 570 <u>666</u> | 593 <u>697</u> | 622 <u>728</u> | | |
| C. Clerical | | | | | | | | | |
| 1. Plan A | | | | | | | | | |
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Clerk I | 474 <u>524</u> | 491 <u>541</u> | 507 <u>557</u> | 523 <u>573</u> | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> |
| Clerk II | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> |
| Clerk III | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> |
| Clerk-Typist I | 491 <u>541</u> | 507 <u>557</u> | 523 <u>573</u> | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | |
|-------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Clerk-Typist II | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> |
| Clerk-Typist III | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |
| Clerk-Steno I | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> |
| Clerk-Steno II | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> |
| Clerk-Steno III | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |
| Switchboard Operator I | <u>507</u> <u>557</u> | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> |
| Switchboard Operator II | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> |
| 2. Plan B | | | | | | | | | |
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Clerk I | <u>491</u> <u>541</u> | <u>507</u> <u>557</u> | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> |
| Clerk II | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |
| Clerk III | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |
| Clerk-Typist I | <u>507</u> <u>557</u> | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> |
| Clerk-Typist II | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |
| Clerk-Typist III | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |
| Clerk-Steno I | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> |
| Clerk-Steno II | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> |
| Clerk-Steno III | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> |
| Switchboard Operator I | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> |
| Switchboard Operator II | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |

PROPOSED RULES

| | | | | | | | | | |
|-------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| 3. Plan C | | | | | | | | | |
| a. Class of Positions | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Clerk I | 507 <u>557</u> | 523 <u>573</u> | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> |
| Clerk II | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> |
| Clerk III | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> | 858 <u>908</u> | 890 <u>940</u> |
| Clerk-Typist I | 523 <u>573</u> | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> |
| Clerk-Typist II | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> |
| Clerk-Typist III | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> | 858 <u>908</u> | 890 <u>940</u> |
| Clerk-Steno I | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> |
| Clerk-Steno II | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> |
| Clerk-Steno III | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> | 858 <u>908</u> | 890 <u>940</u> | 924 <u>974</u> |
| Switchboard Operator I | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> |
| Switchboard Operator II | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> |
| C. Clerical | | | | | | | | | |
| 4. Plan D | | | | | | | | | |
| a. Class of Positions | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Clerk I | 523 <u>573</u> | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> |
| Clerk II | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> |
| Clerk III | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> | 858 <u>908</u> | 890 <u>940</u> | 924 <u>974</u> |
| Clerk-Typist I | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> |
| Clerk-Typist II | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | |
|-------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|
| Clerk-Typist III | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> |
| Clerk-Steno I | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> |
| Clerk-Steno II | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |
| Clerk-Steno III | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> |
| Switchboard Operator I | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |
| Switchboard Operator II | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> |

5. Plan E

a. Class of Positions

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| Clerk I | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> |
| Clerk II | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |
| Clerk III | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> |
| Clerk-Typist I | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |
| Clerk-Typist II | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |
| Clerk-Typist III | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> |
| Clerk-Steno I | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> |
| Clerk-Steno II | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> |
| Clerk-Steno III | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> |
| Switchboard Operator I | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> |
| Switchboard Operator II | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |

PROPOSED RULES

| | | | | | | | | |
|-------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|-------------------------------|-------------------------------|--------------------------------|
| 6. Plan F | | | | | | | | |
| a. Class of Positions | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Clerk I | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> |
| Clerk II | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> | 858 <u>908</u> |
| Clerk III | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> | 858 <u>908</u> | 890 <u>940</u> | 924 <u>974</u> | 961 <u>1011</u> | 998 <u>1048</u> |
| Clerk-Typist I | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> |
| Clerk-Typist II | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> | 858 <u>908</u> |
| Clerk-Typist III | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> | 858 <u>908</u> | 890 <u>940</u> | 924 <u>974</u> | 961 <u>1011</u> | 998 <u>1048</u> |
| Clerk-Steno I | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> |
| Clerk-Steno II | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> | 858 <u>908</u> | 890 <u>940</u> | 924 <u>974</u> |
| Clerk-Steno III | 795 <u>845</u> | 826 <u>876</u> | 858 <u>908</u> | 890 <u>940</u> | 924 <u>974</u> | 961 <u>1011</u> | 998 <u>1048</u> | 1037 <u>1087</u> |
| Switchboard Operator I | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> |
| Switchboard Operator II | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> | 858 <u>908</u> |
| D. Building Maintenance | | | | | | | | |
| 1. Plan A | | | | | | | | |
| a. Class of Positions | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| Custodian (1) | 541 <u>585</u> | 563 <u>607</u> | 585 <u>631</u> | 607 <u>658</u> | 631 <u>687</u> | | | |
| Janitor (1) | 631 <u>687</u> | 658 <u>715</u> | 687 <u>746</u> | 715 <u>778</u> | 746 <u>812</u> | 778 <u>845</u> | 812 <u>881</u> | |
| 2. Plan B | | | | | | | | |
| a. Class of Positions | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| Custodian (1) | 631 <u>687</u> | 658 <u>715</u> | 687 <u>746</u> | 715 <u>778</u> | 746 <u>812</u> | | | |

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PROPOSED RULES

| | | | | | | | |
|-------------|-----|-----|-----|-----|-----|------|------|
| Janitor (1) | 746 | 778 | 812 | 845 | 881 | 920 | 959 |
| | 812 | 845 | 881 | 920 | 959 | 1000 | 1044 |

- (1) Employees who are required to work for a period of at least five hours after 6 P.M. on a regular scheduled basis may be paid a shift differential in the amount of one salary step above their normal day-work rate.

7 MCAR § 1.239 Compensation Plan.

D. Adjustment of the Official Salary Schedule of the Minnesota Merit System.

1. The compensation plan provided in 7 MCAR § 1.314 shall be adjusted for changes in the level of salary rates in business and government ~~and~~ for similar and competing types of employment ~~and~~ for changes in the Twin City Consumer Price Index.

2. In every odd-numbered year ~~The~~ Supervisor shall conduct ~~each year~~ a review of the changes in the level of salary rates in the labor market since the time of the ~~survey preceding the~~ most recent adjustment of the compensation plan. This review shall utilize the data and findings of other labor market surveys and shall, to the extent possible, be based upon similar surveys and data ~~each succeeding year~~ used in previous reviews. The Supervisor shall complete this study and report the findings to the Commissioner of Health on or before July 31 of each ~~year~~ odd-numbered year.

3. If the report of the Supervisor reveals an increase or decrease in the salary rates in the labor market for similar and/or competing employment of four per cent or more, the Commissioner of Health shall ~~call and hold~~ announce a public hearing for a general adjustment of the compensation plan. If the changes in the labor market are of less than four per cent or differ significantly ~~from~~ for various types of employment, the Commissioner may ~~call and hold~~ announce a public hearing to adjust the compensation plan in whole or in part.

4. The announcement of the public hearing to the affected agencies and employee organizations shall include the proposed compensation plan, an explanation of the adjustments proposed, and a summary of the findings of the survey upon which the proposed adjustment is based. ~~Such information shall also be available to any other individual or group requesting the information.~~

5. The public hearing shall provide opportunity for all interested individuals and groups to present evidence, testimony, and views of the proposed compensation plan. Following the public hearing and after consideration of all the evidence, the Commissioner shall make his decision. An amended compensation plan shall not be effective until the next succeeding January 1, or for those agencies on a bi-weekly or four week payroll period on the beginning date of the first payroll period following the next succeeding January 1.

6. The ~~local Public Health~~ appointing authority may implement an adjusted compensation plan by adjusting the salaries of the employees to the same ~~alphabetical~~ numerically designated salary rate on the adjusted plan that such employees were paid under the former plan.

7. In every even-numbered year, the Supervisor shall conduct a review of the changes in the consumer price index for urban wage earners and clerical workers for Minneapolis-St. Paul, as published by the Bureau of Labor Statistics, new series index (1967 = 100). The Supervisor shall recommend that all rates of pay in the Professional and Administrative, Health Services Support Personnel, Clerical, and Building Maintenance salary schedules be adjusted by an amount equal to 80 percent of the increase between the consumer price index for June of the current year and the consumer price index for June of the preceding year. This amount shall be rounded to the nearest tenth of a percent and may not exceed 8%. The new recommended monthly salary rates shall be rounded to the nearest whole dollar. The same percentage increase recommended by the Supervisor for all rates of pay shall be recommended as a general salary adjustment for all incumbents of positions in the Professional and Administrative, Health Services Support Personnel, Clerical, and Building Maintenance salary schedules. An amended compensation plan resulting from these recommendations shall not be effective until the next succeeding January 1, or for those agencies on a bi-weekly or four-week payroll on the beginning of the first payroll period following the next succeeding January 1.

E. Negotiation of salary schedule.

1. In those agencies where employees have elected an exclusive representative the appointing authority and the exclusive representative may negotiate their own salary schedules for employees in the bargaining unit by class, with the salary for each consistent with the functions outlined in the class specifications. Initial, intervening, and maximum rates of pay for each shall be established to provide for steps in salary advancement without change of duty, in the recognition of meritorious service. When a new classification not previously used in the agency is established in the middle of the contract period and such class falls within the bargaining unit and no provision exists in the contract for establishing such salaries, ~~the Supervisor shall establish the salary level for the class until such time as the contract is again negotiated. In so doing the Supervisor shall consider the salaries for the other classes in the agency as negotiated and the minimum qualifications for the new class.~~ the appointing authority and the exclusive representative shall negotiate a salary schedule for the new classification within sixty days of the date of establishment of the classification.

2. A complete copy of the adopted salary schedule must be filed with the Supervisor within ten days after the signing of the contract or agreement. If the contract or agreement calls for succeeding increases in the salary schedule which change the original minimum and maximum salaries or

PROPOSED RULES

intervening steps a new adjusted salary schedule must be filed with the Supervisor within ten days after the effective date of any such succeeding adjustment.

7 MCAR § 1.269 Nutrition Assistant.

A. Kind of work. Performs paraprofessional work in assisting the Public Health Nutritionist in carrying out the nutrition program of a public health agency.

B. Examples of work (Illustrative only). Determines financial, categorical and/or residential eligibility of patients for nutrition programs, and reviews eligibility periodically. Conducts elements of health screening including height, weight, head circumference, dietary evaluation and hematocrit. Explains application procedures to individuals or groups and assists individuals in completing the application forms for nutrition programs. Assists in developing and implementing patient nutrition care plans for the monitoring of individuals determined to be a nutritional risk and eligible for nutrition program services. Schedules and reschedules nutrition program participants for the appropriate visit. Explains and interprets policy and rules for nutrition program participants, vendors, and other individuals. Makes visits to vendors to monitor the program and provides assistance when necessary. Disseminates nutritional information to individuals receiving nutrition program services. Assists in developing and implementing individual nutrition education based upon demonstrated need. Makes referrals to appropriate agencies in the community. Informs the Public Health Nutritionist of special

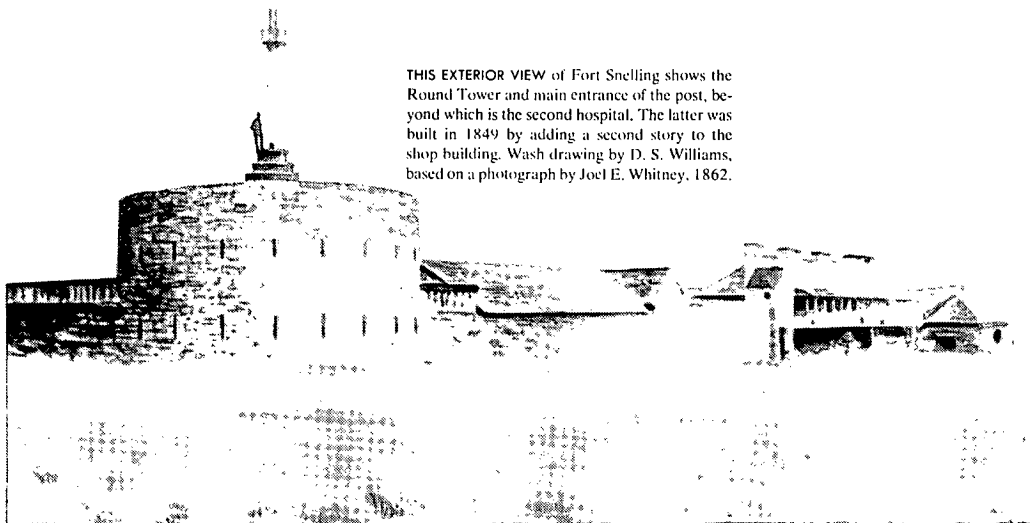
problems encountered in the community and/or nutrition program participant population. Assists the Public Health Nutritionist in analyzing nutritional needs and effectiveness of the nutrition delivery program. Distributes vouchers to nutrition program participants. Maintains records as required for the nutrition program. Performs clerical duties for the nutrition program as directed.

C. Knowledge and abilities required. Knowledge of nutritional needs and development. Knowledge of human behavior. Knowledge of available community resources. Ability to evaluate and solve nutritional problems. Ability to perform under federal, state and county requirements, regulations, and policies relating to nutrition programs. Ability to establish and maintain good working relationships with patients, public, and co-workers. Ability to relate to individual patients. Ability to accept and profit by supervision. Ability to organize and coordinate job activities. Ability to maintain accurate and systematic records. Ability to comprehend and follow written and verbal instructions. Ability to communicate in a verbal and written manner.

D. Minimum qualifications of education and experience. High school graduation and completion of two years of college with emphasis in nutrition, dietetics, and/or health.

OR

On a promotional basis, experience assisting in the administration of a nutrition program may be substituted for the college coursework on a year-for-year basis.



THIS EXTERIOR VIEW of Fort Snelling shows the Round Tower and main entrance of the post, beyond which is the second hospital. The latter was built in 1849 by adding a second story to the shop building. Wash drawing by D. S. Williams, based on a photograph by Joel E. Whitney, 1862.

(Courtesy of Minnesota Historical Society)

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PROPOSED RULES

7 MCAR § 1.250 Compensation Plan (Public Health) — 1979

B. Health Services Support Personnel

1. Plan A

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------------------------------|------------|------------|------------|------------|------------|------------|------------|-------------|------|
| Animal Warden | 710 | 744 | 779 | 815 | 851 | 889 | 930 | | |
| Bookkeeper | 744 | 779 | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 |
| Home Health Aide | 547 | 570 | 593 | 622 | 651 | 680 | 710 | | |
| Home Health Aide Coordinator | 779 | 815 | 851 | 889 | 930 | 971 | 1017 | | |
| Inspector I | 779 | 815 | 851 | 889 | | | | | |
| Inspector II | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 | | |
| Laboratory Technician | 636 | 666 | 696 | 728 | 762 | 797 | 833 | | |
| Licensed Practical Nurse | 710 | 744 | 779 | 815 | 851 | 889 | | | |
| Medical Laboratory Assistant | 680 | 710 | 744 | 779 | 815 | 851 | 889 | | |
| <u>Nutrition Assistant</u> | <u>744</u> | <u>779</u> | <u>815</u> | <u>851</u> | <u>889</u> | <u>930</u> | <u>971</u> | <u>1017</u> | |
| Public Health Aide | 437 | 455 | 478 | 501 | 524 | 547 | 570 | | |

2. Plan B

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------------------------------|-----|-----|-----|------|------|------|------|------|------|
| Animal Warden | 744 | 779 | 815 | 851 | 889 | 930 | 971 | | |
| Bookkeeper | 779 | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 |
| Home Health Aide | 570 | 593 | 622 | 651 | 680 | 710 | 744 | | |
| Home Health Aide Coordinator | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 | | |
| Inspector I | 815 | 851 | 889 | 930 | | | | | |
| Inspector II | 889 | 930 | 971 | 1017 | 1064 | 1111 | 1163 | | |
| Laboratory Technician | 666 | 696 | 728 | 762 | 797 | 833 | 869 | | |
| Licensed Practical Nurse | 744 | 779 | 815 | 851 | 889 | 930 | | | |
| Medical Laboratory Assistant | 710 | 744 | 779 | 815 | 851 | 889 | 930 | | |

PROPOSED RULES

| | | | | | | | | |
|----------------------------|------------|------------|------------|------------|------------|------------|-------------|-------------|
| <u>Nutrition Assistant</u> | <u>779</u> | <u>815</u> | <u>851</u> | <u>889</u> | <u>930</u> | <u>971</u> | <u>1017</u> | <u>1064</u> |
| Public Health Aide | 455 | 478 | 501 | 524 | 547 | 570 | 593 | |

3. Plan C

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------------------------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|------|
| Animal Warden | 779 | 815 | 851 | 889 | 930 | 971 | 1017 | | |
| Bookkeeper | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 | 1163 |
| Home Health Aide | 593 | 622 | 651 | 680 | 710 | 744 | 779 | | |
| Home Health Aide Coordinator | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 | | |
| Inspector I | 851 | 889 | 930 | 971 | | | | | |
| Inspector II | 930 | 971 | 1017 | 1064 | 1111 | 1163 | 1215 | | |
| Laboratory Technician | 696 | 728 | 762 | 797 | 833 | 869 | 910 | | |
| Licensed Practical Nurse | 779 | 815 | 851 | 889 | 930 | 971 | | | |
| Medical Laboratory Assistant | 744 | 779 | 815 | 851 | 889 | 930 | 971 | | |
| <u>Nutrition Assistant</u> | <u>815</u> | <u>851</u> | <u>889</u> | <u>930</u> | <u>971</u> | <u>1017</u> | <u>1064</u> | <u>1111</u> | |
| Public Health Aide | 478 | 501 | 524 | 547 | 570 | 593 | 622 | | |

Department of Public Safety

Executive Division

Proposed Amendments of Existing Rules of the Minnesota Merit System Governing the Compensation Plan and Salary Adjustments and Increases

Notice of Hearing

Notice is hereby given that a public hearing in the above-entitled matter will be held pursuant to Minn. Stat. §

15.0412, subd. 4, in the State Office Building Auditorium, Room 83, 435 Park Street, St. Paul, Minnesota, on October 15, 1979, commencing at 9:30 a.m.

All interested or affected persons will have an opportunity to participate concerning the rules captioned above. Statements may be made orally and written material may be submitted. In addition, whether or not an appearance is made at the hearing, written statements or materials may be submitted to Harry S. Crump, Hearing Examiner, Office of Hearing Examiners, 1745 University Ave., St. Paul, MN 55104 (612) 296-8111, either before the hearing or within five (5) working days after the close of the hearing. The hearing examiner may keep the record open for a longer period not to exceed 20 calendar days. All such statements will be entered into and become part of the record.

Proposed revisions to 11 MCAR § 1.2140 amend the Merit

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PROPOSED RULES

System Compensation Plan for positions in county and local emergency services agencies which are under the Minnesota Merit System. As a result of the 1979 Minnesota Merit System Salary Survey, conducted in accordance with 11 MCAR § 1.2094 D., a new Compensation Plan is proposed for 1980. It is recommended that: Professional Compensation Plans A, B, and C be adjusted 7% at minimum, maximum and intervening steps; and Clerical Compensation Plans A, B, C, D, E, and F be adjusted \$50 at minimum, maximum and intervening steps. The effective date of these adjustments is January 1, 1979, or the beginning date of the first payroll period following January 1, 1979, for agencies on a bi-weekly or four-week payroll period.

Proposed revisions to 11 MCAR § 1.2116 B.2. recommend a general adjustment of 7% for incumbents on the Professional Plans and a general adjustment of \$50 for incumbents on the Clerical Plans. The effective date of these recommended adjustments is January 1, 1979, or the beginning date of the first payroll period following January 1, 1979, for agencies on a bi-weekly or four week payroll period.

Proposed revisions to 11 MCAR § 1.2094 involve adding a section to provide for recommending salary adjustments in even-numbered years equivalent to 80 percent of the increase in the June to June Bureau of Labor Statistics Twin City consumer price index for urban wage earners and clerical workers rounded to the nearest tenth of a percent and not to exceed 8%, to be effective the next succeeding January 1, or for those agencies on a bi-weekly or four week payroll period on the beginning date of the first payroll period following the next succeeding January 1. Changes in language of the current rule are made to make it consistent with the new section and the rules of the Department of Health Merit System (7 MCAR § 1.239 D.) and Department of Public Welfare (12 MCAR § 2.494 D.).

The proposed revision to 11 MCAR § 1.2094 E.1. requires the appointing authority and exclusive representative, where there is one, to negotiate a salary schedule for new classifications established in the middle of a contract period within sixty days of the establishment of the classification. Currently the Merit System Supervisor is responsible for establishing such salary schedules where no such procedure for establishing a schedule exists in the labor contract.

The proposed rule changes will result in approximately \$1344 increased county and local expenditures. The authority for the proposed changes is contained in Minn. Stat. § 12.22.

Copies of the proposed rule are now available and at least one free copy may be obtained by writing to Ralph Corey, Merit System, Department of Public Welfare, Centennial Building, St. Paul, Minnesota 55155, telephone (612) 296-3996. Additional copies will be available at the door on the date of the hearing.

Notice is hereby given that 25 days prior to the hearing a Statement of Need and Reasonableness will be available for

review at the agency and at the Office of Hearing Examiners. This Statement of Need and Reasonableness will include a summary of all of the evidence which will be presented by the agency at the hearing justifying both the need for and the reasonableness of the proposed and amended rules. Copies of the Statement of Need and Reasonableness may be obtained from the Office of Hearing Examiners at a minimal charge.

Any person may request notification of the date on which the hearing examiner's report will be available, after which date the commissioner may not take any final action on the rules for a period of five (5) working days. Any person may request notification of the date on which the hearing record has been submitted to the Attorney General by the agency. If you desire to be so notified, you may so indicate at the hearing. After the hearing, you may request notification by sending a written request to the hearing examiner, in the case of the hearing examiner's report, or to the agency, in the case of the agency's submission or resubmission to the Attorney General.

In addition, please be advised that Minn. Stat. ch. 10A requires each lobbyist to register with the State Ethical Practices Board within five (5) days after he commences lobbying. A lobbyist is defined in Minn. Stat. § 10A.01, subd. 11 as any individual:

(a) Engaged for pay or other consideration, or authorized by another individual or association to spend money, who spends more than five hours in any month or more than \$250, not including *his own* travel expenses and membership dues, in any year, for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials; or

(b) Who spends more than \$250, not including *his own* traveling expenses and membership dues, in any year for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials. The statute provides certain exceptions. Questions should be directed to the Ethical Practices Board, 41 State Office Building, St. Paul, Minnesota 55155, telephone (612) 296-5615.

August 23, 1979

John P. Sopsic
Commissioner of Public Safety

Amendments as Proposed

11 MCAR § 1.2116 Salary adjustments and increases.

B. Adjustments to be made in accordance with Merit System Official Compensation Plan.

2. General adjustment recommended for incumbents is ~~five~~ seven percent for employees on the Professional Salary Schedule, and ~~forty~~ fifty dollars for employees on the Clerical Salary Schedules.

PROPOSED RULES

11 MCAR § 1.2140 Compensation Plan (Emergency Services)

A. Professional

1. Plan A

a. Class of Positions

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Administrative Officer | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> |
| Asst. Civil Defense Director I | 696 <u>745</u> | 728 <u>779</u> | 762 <u>815</u> | 797 <u>853</u> | 833 <u>891</u> | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> |
| Asst. Civil Defense Director II | 833 <u>891</u> | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> |
| Asst. Civil Defense Director III | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> |
| Asst. Civil Defense Director IV | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> |
| Communications Officer | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> |
| County Civil Defense Director I | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> |
| County Civil Defense Director II | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |
| County Civil Defense Director III | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| County Civil Defense Director IV | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> |
| Local Civil Defense Director I | 797 <u>853</u> | 833 <u>891</u> | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> |
| Local Civil Defense Director II | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> |
| Local Civil Defense Director III | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> |
| Local Civil Defense Director IV | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Local Civil Defense Director V | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> |
| Operations Officer | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> |

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PROPOSED RULES

| | | | | | | | | |
|-----------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Public Information Officer | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> |
| Radiological Defense Officer | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> |
| Safety Services Coordinator | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> |
| A. Professional | | | | | | | | |
| 2. Plan B | | | | | | | | |
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Administrative Officer | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> |
| Asst. Civil Defense Director I | 728 <u>779</u> | 762 <u>815</u> | 797 <u>853</u> | 833 <u>891</u> | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> |
| Asst. Civil Defense Director II | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> |
| Asst. Civil Defense Director III | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> |
| Asst. Civil Defense Director IV | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> |
| Communications Officer | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> |
| County Civil Defense Director I | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> |
| County Civil Defense Director II | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |
| County Civil Defense Director III | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| County Civil Defense Director IV | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> |
| Local Civil Defense Director I | 797 <u>853</u> | 833 <u>891</u> | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> |
| Local Civil Defense Director II | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> |
| Local Civil Defense Director III | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> |

PROPOSED RULES

| | | | | | | | | |
|-----------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Local Civil Defense Director IV | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Local Civil Defense Director V | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> |
| Operations Officer | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> |
| Public Information Officer | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> |
| Radiological Defense Officer | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> |
| Safety Services Coordinator | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> |
| A. Professional | | | | | | | | |
| 3. Plan C | | | | | | | | |
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Administrative Officer | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |
| Asst. Civil Defense Director I | 762 <u>815</u> | 797 <u>853</u> | 833 <u>891</u> | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> |
| Asst. Civil Defense Director II | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> |
| Asst. Civil Defense Director III | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> |
| Asst. Civil Defense Director IV | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Communications Officer | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> |
| County Civil Defense Director I | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> |
| County Civil Defense Director II | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |
| County Civil Defense Director III | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| County Civil Defense Director IV | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | |
|----------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Local Civil Defense Director I | 797 <u>853</u> | 833 <u>891</u> | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> |
| Local Civil Defense Director II | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> |
| Local Civil Defense Director III | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1398 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> |
| Local Civil Defense Director IV | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1694 <u>1815</u> | 1773 <u>1897</u> |
| Local Civil Defense Director V | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> |
| Operations Officer | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |
| Public Information Officer | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |
| Radiological Defense Officer | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> |
| Safety Services Coordinator | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |

B. Clerical

1. Plan A

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|-----------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| Clerk I | 474 <u>524</u> | 491 <u>541</u> | 507 <u>557</u> | 523 <u>573</u> | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> |
| Clerk II | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> |
| Clerk III | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> |
| Clerk-Typist I | 491 <u>541</u> | 507 <u>557</u> | 523 <u>573</u> | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> |
| Clerk-Typist II | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> |
| Clerk-Typist III | 621 <u>671</u> | 642 <u>692</u> | 663 <u>731</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> |
| Clerk-Steno I | 523 <u>573</u> | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> |

PROPOSED RULES

| | | | | | | | | | |
|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Clerk-Steno II | 579 | 600 | 621 | 642 | 663 | 686 | 712 | 739 | 766 |
| | <u>629</u> | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> |

| | | | | | | | | | |
|-----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Clerk-Steno III | 642 | 663 | 686 | 712 | 739 | 766 | 795 | 826 | 858 |
| | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> | <u>876</u> | <u>908</u> |

2. Plan B

a. Class of Positions

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Clerk I | 491 | 507 | 523 | 539 | 558 | 579 | 600 | 621 | 642 |
| | <u>541</u> | <u>557</u> | <u>573</u> | <u>589</u> | <u>608</u> | <u>629</u> | <u>650</u> | <u>671</u> | <u>692</u> |
| Clerk II | 558 | 579 | 600 | 621 | 642 | 663 | 686 | 712 | 739 |
| | <u>608</u> | <u>629</u> | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> |
| Clerk III | 642 | 663 | 686 | 712 | 739 | 766 | 795 | 826 | 858 |
| | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> | <u>876</u> | <u>908</u> |
| Clerk-Typist I | 507 | 523 | 539 | 558 | 579 | 600 | 621 | 642 | 663 |
| | <u>557</u> | <u>573</u> | <u>589</u> | <u>608</u> | <u>629</u> | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> |
| Clerk-Typist II | 558 | 579 | 600 | 621 | 642 | 663 | 686 | 712 | 739 |
| | <u>608</u> | <u>629</u> | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> |
| Clerk-Typist III | 642 | 663 | 686 | 712 | 739 | 766 | 795 | 826 | 858 |
| | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> | <u>876</u> | <u>908</u> |
| Clerk-Steno I | 539 | 558 | 579 | 600 | 621 | 642 | 663 | 686 | 712 |
| | <u>589</u> | <u>608</u> | <u>629</u> | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> |
| Clerk-Steno II | 600 | 621 | 642 | 663 | 686 | 712 | 739 | 766 | 795 |
| | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> |
| Clerk-Steno III | 663 | 686 | 712 | 739 | 766 | 795 | 826 | 858 | 890 |
| | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> | <u>876</u> | <u>908</u> | <u>940</u> |

3. Plan C

a. Class of Positions

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|-----------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Clerk I | 507 | 523 | 539 | 558 | 579 | 600 | 621 | 642 | 663 |
| | <u>557</u> | <u>573</u> | <u>589</u> | <u>608</u> | <u>629</u> | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> |
| Clerk II | 579 | 600 | 621 | 642 | 663 | 686 | 712 | 739 | 766 |
| | <u>629</u> | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> |
| Clerk III | 663 | 686 | 712 | 739 | 766 | 795 | 826 | 858 | 890 |
| | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> | <u>876</u> | <u>908</u> | <u>940</u> |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | |
|-----------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|
| Clerk-Typist I | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> |
| Clerk-Typist II | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>639</u> <u>789</u> | <u>766</u> <u>816</u> |
| Clerk-Typist III | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> |
| Clerk-Steno I | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |
| Clerk-Steno II | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |
| Clerk-Steno III | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> |
| B. Clerical | | | | | | | | | |
| 4. Plan D | | | | | | | | | |
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Clerk I | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> |
| Clerk II | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> |
| Clerk III | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> |
| Clerk-Typist I | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> |
| Clerk-Typist II | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> |
| Clerk-Typist III | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> |
| Clerk-Steno I | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> |
| Clerk-Steno II | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |
| Clerk-Steno III | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> |

PROPOSED RULES

5. Plan E

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| Clerk I | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> |
| Clerk II | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |
| Clerk III | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> |
| Clerk-Typist I | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |
| Clerk-Typist II | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |
| Clerk-Typist III | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> |
| Clerk-Steno I | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> |
| Clerk-Steno II | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> |
| Clerk-Steno III | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> |

6. Plan F

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| Clerk I | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> |
| Clerk II | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |
| Clerk III | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> |
| Clerk-Typist I | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> |
| Clerk-Typist II | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |
| Clerk-Typist III | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> |
| Clerk-Steno I | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | |
|-----------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|
| Clerk-Steno II | <u>712</u> | <u>739</u> | <u>766</u> | <u>795</u> | <u>826</u> | <u>858</u> | <u>890</u> | <u>924</u> |
| | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> | <u>876</u> | <u>908</u> | <u>940</u> | <u>974</u> |
| Clerk-Steno III | <u>795</u> | <u>826</u> | <u>858</u> | <u>890</u> | <u>924</u> | <u>961</u> | <u>998</u> | <u>1037</u> |
| | <u>845</u> | <u>876</u> | <u>908</u> | <u>940</u> | <u>974</u> | <u>1011</u> | <u>1048</u> | <u>1087</u> |

11 MCAR § 1.2094 Compensation Plan.

D. Adjustment of the Official Salary Schedule of the Minnesota Merit System.

1. The compensation plan provided in 11 MCAR § 1.2140 shall be adjusted for changes in the level of salary rates in business and government ~~and~~ for similar and competing types of employment and for changes in the Twin City Consumer Price Index.

2. In every odd-numbered year ~~The Supervisor shall conduct each year~~ a review of changes in the level of salary rates in the labor market since the time of the ~~survey preceding~~ the most recent adjustment of the compensation plan. This review shall utilize the data and findings of other labor market surveys and shall, to the extent possible, be based upon similar surveys and data ~~each succeeding year~~ used in previous reviews. The Supervisor shall complete this study and report the findings to the Commissioner of Public Safety on or before July 31 of each year ~~odd-numbered year.~~

3. If the report of the Supervisor reveals an increase or decrease in salary rates in the labor market for similar and/or competing employment of four percent or more, the Governor, through the Commissioner of Public Safety, shall announce a public hearing for a general adjustment of the compensation plan. If the changes in the labor market are of less than four per cent or differ significantly for various types of employment, the Governor, through the Commissioner of Public Safety, may announce a public hearing to adjust the compensation plan in whole or in part.

4. The announcement of the public hearing to the affected agencies and employee organizations shall include the proposed compensation plan, an explanation of the adjustments proposed, and a summary of the findings of the survey upon which the proposed adjustment is based. ~~Such information shall also be available to any other individual or group requesting the information.~~

5. The public hearing shall provide opportunity for all interested individuals and groups to present evidence, testimony, and views on the proposed compensation plan. Following the public hearing and after consideration of all the evidence, the Governor, through the Commissioner, shall make his decision. An amended compensation plan shall not be effective until the next succeeding January 1, or for those agencies on a bi-weekly ~~or~~ four-week payroll period on the beginning date of the first payroll period following the next succeeding January 1.

6. ~~The local Civil Defense~~ appointing authority may implement ~~an~~ an adjusted compensation plan by adjusting the salaries of the employees to the same numerically designated salary rate on the adjusted plan that such employees were paid under the former plan.

7. In every even-numbered year, the Supervisor shall conduct a review of the changes in the consumers price index for urban wage earners and clerical workers for Minneapolis-St. Paul, as published by the Bureau of Labor Statistics, new series index (1967 = 100). The Supervisor shall recommend that all rates of pay in the Professional and Clerical salary schedules be adjusted by an amount equal to 80 percent of the increase between the consumer price index for June of the current year and the consumer price index for June of the preceding year. This amount shall be rounded to the nearest tenth of a percent and may not exceed 8%. The new recommended monthly salary rates shall be rounded to the nearest whole dollar. The same percentage increase recommended by the Supervisor for all rates of pay shall be recommended as a general salary adjustment for all incumbents of positions in the Professional and Clerical salary schedules. An amended compensation plan resulting from these recommendations shall not be effective until the next succeeding January 1, or for those agencies on a bi-weekly or four-week payroll period on the beginning date of the first payroll period following the next succeeding January 1.

E. Negotiation of salary schedule.

1. In those agencies where employees have elected an exclusive representative the appointing authority and the exclusive representative may negotiate their own salary schedules for employees in the bargaining unit by class, with the salary for each consistent with the functions outlined in the class specifications. Initial, intervening, and maximum rates of pay for each shall be established to provide for steps in salary advancement without change of duty, in the recognition of meritorious service. When a new classification not previously used in the agency is established in the middle of the contract period and such class falls within the bargaining unit and no provision exists in the contract for establishing such salaries, ~~the Supervisor shall establish the salary level for the class until such time as the contract is again negotiated. In so doing the Supervisor shall consider the salaries for the other classes in the agency as negotiated and the minimum qualifications for the new class.~~ the appointing authority and the exclusive representative shall negotiate a salary schedule for the new classification within sixty days of the date of establishment of the classification.

2. A complete copy of the adopted salary schedule must be filed with the Supervisor within ten days after the signing of the contract or agreement. If the contract or agreement calls for succeeding increases in the salary schedule which change the original minimum and maximum salaries or intervening steps a new adjusted salary schedule must be filed with the Supervisor within ten days after the effective date of any such succeeding adjustment.

Department of Public Welfare Executive Division

Proposed Adoption of New Rules and Amendment of Existing Rules of the Minnesota Merit System Governing the Compensation Plan; Salary Adjustments and Increases; and Classification Plan

Notice of Hearing

Notice is hereby given that a public hearing in the above-entitled matter will be held pursuant to Minn. Stat. § 15.0412, subd. 4, in the State Office Building Auditorium, Room 83, 435 Park Street, St. Paul, Minnesota, on October 15, 1979, commencing at 9:30 a.m.

All interested or affected persons will have an opportunity to participate concerning the rules captioned above. Statements may be made orally and written material may be submitted. In addition, whether or not an appearance is made at the hearing, written statements or materials may be submitted to Harry S. Crump, Hearing Examiner, Office of Hearing Examiners, 1745 University Ave., St. Paul, MN 55104 (612) 296-8111, either before the hearing or within five (5) working days after the close of the hearing. The hearing examiner may keep the record open for a longer period not to exceed 20 calendar days. All such statements will be entered into and become part of the record.

Proposed revisions to 12 MCAR § 2.840 amend the Merit System Compensation Plan for positions in county welfare and human service agencies which are under the Minnesota Merit System. (Those agencies with a negotiated contract with a bargaining unit's exclusive representative which provides for different salaries are not covered by 12 MCAR § 2.840.) Proposed revisions to the 1979 Compensation Plan establish salaries for the new classifications and retitled classifications listed elsewhere in this notice. As a result of the 1979 Minnesota Merit System Salary Survey, conducted in accordance with 12 MCAR § 2.494 D., a new Compensation Plan is proposed for 1980. It is recommended that: Professional Compensation Plans A, B, and C be adjusted 7% at minimum, maximum, and intervening steps, with some exceptions; Support Compensation Plans A, B, and C be adjusted 7% at minimum, maximum and intervening steps, with

some exceptions; Clerical Compensation Plans A, B, C, D, E and F be adjusted \$50 at minimum, maximum and intervening steps; and Maintenance and Trades Compensation Plans A and B be adjusted two steps at minimum, maximum and intervening steps. The effective date of these adjustments is January 1, 1979, (or the beginning date of the first payroll period following January 1, 1979, for agencies on a bi-weekly or four-week payroll period.)

Proposed revisions to 12 MCAR § 2.516 B.2. recommend a general adjustment of 7% for incumbents on the Professional and Support Plans, a general adjustment of \$50 for incumbents on the Clerical Plans, and a general adjustment of two steps for incumbents on the Maintenance and Trades Plans. The effective date of these recommended adjustments is January 1, 1979, or the beginning date of the first payroll period following January 1, 1979, for agencies on a bi-weekly or four week payroll period.

Proposed revisions to 12 MCAR § 2.494 involve adding a section to provide for recommending salary adjustments in even-numbered years equivalent to 80 percent of the increase in the June to June Bureau of Labor Statistics, Twin City, consumer price index for urban wage earners and clerical workers rounded to the nearest tenth of a percent and not to exceed 8%, to be effective the next succeeding January 1, or for those agencies on a bi-weekly or four week payroll period on the beginning date of the first payroll period following the next succeeding January 1. Changes in language of the current rule are made to make it consistent with the new section and the rules of the Department of Health Merit System (7 MCAR § 1.239 D.) and Department of Public Safety Merit System (11 MCAR § 1.2094).

The proposed revision to 12 MCAR § 2.494 E.1. requires the appointing authority and exclusive representative, where there is one, to negotiate a salary schedule for new classifications established in the middle of a contract period within sixty days of the establishment of the classification. Currently the Merit System Supervisor is responsible to establish such salary schedules where no such procedure for establishing a schedule exists in the labor contract.

Proposed rules creating new classifications are 12 MCAR § 2.655 for Nutrition Project Director, 12 MCAR § 2.656 for Nutrition Project Assistant Director, and 12 MCAR § 2.619 for Housing Coordinator. These new classifications are being proposed in response to an expressed need for each such class from the Headwaters Nutrition Project and the Todd county welfare department. Proposed revisions to current rules which alter and in some cases retitle existing positions are 12 MCAR § 2.693 for Family Service Aide/Home Health Aide (presently Homemaker/Home Health Aide); 12 MCAR § 2.578 for Financial Assistance Supervisor I; 12 MCAR § 2.579

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PROPOSED RULES

for Financial Assistance Supervisor II. These revisions are proposed to reflect a more descriptive class title and to update current classification specifications including minimum qualifications for such classifications.

The proposed rule changes will result in approximately \$92,086 increased county expenditures. The authority for the proposed changes is contained in Minn. Stat. § 393.07, subd. 5.

Copies of the proposed rules are now available and at least one free copy may be obtained by writing to Ralph Corey, Merit System, Department of Public Welfare, Centennial Building, St. Paul, Minnesota, 55155, telephone: (612) 296-3996. Additional copies will be available at the door on the date of the hearing.

Notice is hereby given that 25 days prior to the hearing a Statement of Need and Reasonableness will be available for review at the agency and at the Office of Hearing Examiners. This Statement of Need and Reasonableness will include a summary of all of the evidence which will be presented by the agency at the hearing justifying both the need for and the reasonableness of the proposed and amended rules. Copies of the Statement of Need and Reasonableness may be obtained from the Office of Hearing Examiners at a minimal charge.

Any person may request notification of the date on which the hearing examiner's report will be available, after which date the commissioner may not take any final action on the rules for a period of five (5) working days. Any person may request notification of the date on which the hearing record has been submitted to the Attorney General by the agency. If you desire to be so notified, you may so indicate at the hearing. After the hearing, you may request notification by sending a written request to the hearing examiner, in the case of the hearing examiner's report, or to the agency, in the case of the agency's submission or resubmission to the Attorney General.



THE HEXAGONAL TOWER at Fort Snelling and the road leading to the ferry below are shown in this photograph taken by Truman W. Ingersoll in 1887. This tower, with cannon ports on the top floor and musket loopholes below, is the least altered of the four original buildings still remaining at Fort Snelling. (Courtesy of Minnesota Historical Society)

In addition, please be advised that Minn. Stat. ch. 10A requires each lobbyist to register with the State Ethical Practices Board within five (5) days after he commences lobbying. A lobbyist is defined in Minn. Stat. § 10A.01, subd. 11 as any individual:

(a) Engaged for pay or other consideration, or authorized by another individual or association to spend money, who spends more than five hours in any month or more than \$250, not including *his own* travel expenses and membership dues, in any year, for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials; or

(b) Who spends more than \$250, not including *his own* traveling expenses and membership dues, in any year for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials. The statute provides certain exceptions. Questions should be directed to the Ethical Practices Board, 41 State Office Building, St. Paul, Minnesota 55155, telephone (612) 296-5615.

August 21, 1979

Arthur E. Noot
Commissioner of Public Welfare

Amendments as Proposed

12 MCAR § 2.516 Salary adjustments and increases.

B. Adjustments to be made in accordance with Merit System Official Compensation Plan.

2. General adjustment recommended is ~~five~~ seven percent for employees on the Professional, and Support, and ~~Maintenance and Trades~~ Salary Schedules, and ~~forty~~ fifty dollars for employees on the Clerical Salary Schedule, and two steps for employees on the Maintenance and Trades Salary Schedules.

PROPOSED RULES

12 MCAR § 2.840 Compensation Plan — ~~1979~~ 1980

A. Professional

1. Plan A*

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Accountant I | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | |
| Accountant II | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | <u>2170</u> |
| Adm. Asst. I | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> |
| Adm. Asst. II | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> |
| Adm. Asst. III | 1553 <u>1737</u> | 1623 <u>1815</u> | 1696 <u>1897</u> | 1773 <u>1985</u> | 1855 <u>2076</u> | 1940 <u>2170</u> | 2028 <u>2268</u> | 2120 <u>2375</u> | 2220 <u>2483</u> | |
| Adm. Services Director | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | |
| Adult Day Care Center Supvr. | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |
| Asst. Human Services Director | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | |
| Asst. Welfare Director | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | 2759 <u>2952</u> | 2884 <u>3086</u> | 3015 <u>3226</u> | |
| Assoc. M.-&P. Analyst | <u>994</u> <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | | | | | | |
| Auditor | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> |
| Center Coordinator | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> |
| Chemical Dependency Coord. | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> |
| Collection Services Supvr. II | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> |
| Community-Health Serv. Supvr. | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> |
| Community-Rela. Spec. | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | |
|---------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---|
| Computer Programmer | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | | |
| Day Care Center Supvr. | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> |
| Dev. Achievement Center Dir. | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> 1553 <u>1662</u> |
| Dev. Achievement Center Teacher | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> 1423 <u>1523</u> |
| Dev. Disabilities Coord. | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> 1553 <u>1662</u> |
| Dietitian | 951 <u>1064</u> | 994 <u>1114</u> | 1041 <u>1164</u> | 1088 <u>1218</u> | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | 1359 <u>1523</u> |
| Dir. of Assessment Systems | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> 1983 <u>2122</u> |
| Dir. of Business Mgmt. I | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | |
| Dir. of Business Mgmt. II | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> |
| Dir. of Financial Asst. | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> |
| Dir. of Planning | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> |
| Dir. of Pub. Hlth. Nurs. I | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Dir. of Soc. Serv. | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> |
| Dir. of Support Services | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> |
| Education Supervisor | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> |
| Emp. Guid. Couns. I | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> |
| Emp. Guid. Couns. II | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> |
| Emp. Guid. Couns. III | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> |

PROPOSED RULES

| | | | | | | | | | | |
|---------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Family Service Coord. II | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | | |
| Finan. Asst. Supvr. III | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> |
| Finan. Asst. Supvr. IV | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> |
| Home Care Coordinator | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | | |
| Homemaker Supervisor | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | |
| Human Services Dir. I | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> | 2268 <u>2427</u> |
| Human Services Dir. II | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | |
| Human Services Dir. III | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | 2759 <u>2952</u> | |
| Human Services Supvr. I | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> |
| Marriage Counselor | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | |
| Med.-Care Advisor | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | |
| Med.-Serv. Adm. | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | | |
| Mental Health Worker | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | |
| Meth.-&-Proc. Analyst | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | |
| Meth.-&-Proc. Supvr. | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | |
| Nursing Care Advisor | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | |
| Nutrition Proj.Asst. Dir. | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1523 <u>1523</u> |
| Nutrition Proj. Dir. | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> |

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PROPOSED RULES

| | | | | | | | | | | |
|--|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Occupa. Supvr.-Inst. I | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> |
| Occupa. Supvr.-Inst. II | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |
| Office Manager | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | |
| Personnel Officer | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> |
| Personnel Director | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> |
| Physical Therapist | 951 <u>1039</u> | 994 <u>1088</u> | 1041 <u>1138</u> | 1088 <u>1189</u> | 1138 <u>1244</u> | 1190 <u>1300</u> | 1241 <u>1357</u> | 1298 <u>1419</u> | | |
| Planner (Human Services) | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | |
| Policy/Program Analyst | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> |
| Programmer Analyst | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | | |
| Psychologist I | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | |
| Psychologist II | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | |
| Psychologist III | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> | | |
| Psychologist IV | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> | 2268 <u>2427</u> | 2373 <u>2539</u> | | |
| Public Health Educator I | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | | |
| Public Health Educator II | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | | |
| Public Health Nurse | 994 <u>1114</u> | 1041 <u>1164</u> | 1088 <u>1218</u> | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | | | |
| Pub.-Hlth. Nur. (Team Leader) | 1041 <u>1164</u> | 1088 <u>1218</u> | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | 1359 <u>1523</u> | | | |
| Registered Nurse (A.A. Deg., 3 yr. Dip., or B.S. Degree) | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | | | | |

PROPOSED RULES

| | | | | | | | | | | |
|------------------------------|---|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Sanitarian I | <u>994</u> | 1041 | 1088 | 1138 | | | | | | |
| | <u>1064</u> | <u>1114</u> | <u>1164</u> | <u>1218</u> | <u>1273</u> | | | | | |
| Sanitarian II | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | | |
| | <u>1164</u> | <u>1218</u> | <u>1273</u> | <u>1328</u> | <u>1389</u> | <u>1454</u> | <u>1523</u> | <u>1590</u> | | |
| Sr. Pub. Health Nurse | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | | | |
| | <u>1218</u> | <u>1273</u> | <u>1328</u> | <u>1389</u> | <u>1454</u> | <u>1523</u> | <u>1590</u> | | | |
| Social Worker I | 951 | <u>994</u> | 1041 | 1088 | | | | | | |
| | <u>1018</u> | <u>1064</u> | <u>1114</u> | <u>1164</u> | <u>1218</u> | <u>1273</u> | <u>1328</u> | <u>1389</u> | <u>1454</u> | <u>1523</u> |
| Social Worker II | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 |
| | <u>1114</u> | <u>1164</u> | <u>1218</u> | <u>1273</u> | <u>1328</u> | <u>1389</u> | <u>1454</u> | <u>1523</u> | <u>1590</u> | <u>1662</u> |
| Social Worker III | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 |
| | <u>1218</u> | <u>1273</u> | <u>1328</u> | <u>1389</u> | <u>1454</u> | <u>1523</u> | <u>1590</u> | <u>1662</u> | <u>1737</u> | <u>1815</u> |
| Social Worker Trainee | 869 | | | | | | | | | |
| | <u>930</u> | | | | | | | | | |
| Soc.-Serv. Supvr. I | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 |
| | <u>1357</u> | <u>1419</u> | <u>1487</u> | <u>1556</u> | <u>1624</u> | <u>1699</u> | <u>1773</u> | <u>1855</u> | <u>1941</u> | <u>2029</u> |
| Soc.-Serv. Supvr. II | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| | <u>1487</u> | <u>1556</u> | <u>1624</u> | <u>1699</u> | <u>1773</u> | <u>1855</u> | <u>1941</u> | <u>2029</u> | <u>2122</u> | <u>2216</u> |
| Soc.-Welf. Supvr. III | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | |
| | <u>1737</u> | <u>1815</u> | <u>1897</u> | <u>1985</u> | <u>2076</u> | <u>2170</u> | <u>2268</u> | <u>2375</u> | <u>2483</u> | |
| Soc.-Welf. Supvr. Trainee | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | | | | |
| | <u>1300</u> | <u>1357</u> | <u>1419</u> | <u>1487</u> | <u>1556</u> | <u>1624</u> | | | | |
| Staff-Trng. Supvr. I | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | |
| | <u>1389</u> | <u>1454</u> | <u>1523</u> | <u>1590</u> | <u>1662</u> | <u>1737</u> | <u>1815</u> | <u>1897</u> | <u>1985</u> | |
| Staff-Trng. Supvr. II | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | |
| | <u>1523</u> | <u>1590</u> | <u>1662</u> | <u>1737</u> | <u>1815</u> | <u>1897</u> | <u>1985</u> | <u>2076</u> | <u>2170</u> | |
| Student Soc. Worker (Intern) | Rate proposed by appointing authority. | | | | | | | | | |
| Student Soc. Worker (SWEP) | Rate proposed by appointing authority. | | | | | | | | | |
| Systems Prog.-Analyst | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | | | |
| | <u>1454</u> | <u>1523</u> | <u>1590</u> | <u>1662</u> | <u>1737</u> | <u>1815</u> | <u>1897</u> | <u>1985</u> | | |
| Trainee | Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare. | | | | | | | | | |
| Vol.-Serv. Coord. I | 951 | <u>994</u> | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | |
| | <u>1018</u> | <u>1064</u> | <u>1114</u> | <u>1164</u> | <u>1218</u> | <u>1273</u> | <u>1328</u> | <u>1389</u> | <u>1454</u> | <u>1523</u> |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | | |
|-------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Vol.-Serv. Coord. II | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | |
| Welfare Director I | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> |
| Welfare Director II | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> | 2268 <u>2427</u> |
| Welfare Director III | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | |
| Welfare Director IV | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | 2759 <u>2952</u> | |
| Welfare Director V | 2644 <u>2829</u> | 2759 <u>2952</u> | 2884 <u>3086</u> | 3015 <u>3226</u> | 3150 <u>3371</u> | 3292 <u>3522</u> | 3447 <u>3688</u> | 3594 <u>3846</u> | 3750 <u>4111</u> | |
| Work-Exp. & Trng. Spec. | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

| | | | | | | | | | | |
|-------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| 2. Plan B* | | | | | | | | | | |
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Accountant I | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | |
| Accountant II | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | <u>2170</u> |
| Adm. Asst. I | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> |
| Adm. Asst. II | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> |
| Adm. Asst. III | 1623 <u>1815</u> | 1696 <u>1897</u> | 1773 <u>1985</u> | 1855 <u>2076</u> | 1940 <u>2170</u> | 2028 <u>2268</u> | 2120 <u>2375</u> | 2220 <u>2483</u> | 2321 <u>2596</u> | |
| Adm. Services Director | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | |
| Adult Day Care Center Supvr. | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> |
| Asst. Human Services Director | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | |
| Asst. Welfare Director | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | 2759 <u>2952</u> | 2884 <u>3086</u> | 3015 <u>3226</u> | |

PROPOSED RULES

| | | | | | | | | | | |
|---------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Assoc. M.-&-P. Analyst | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | | | | | | |
| Auditor | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> |
| Center Coordinator | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Chemical Dependency Coord. | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Coll. Serv. Supvr. II | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> |
| Comm. Hlth. Serv. Supvr. | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> |
| Community-Rela. Spec. | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | |
| Computer Programmer | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | | | |
| Day Care Center Supvr. | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | |
| Dev. Achievement Center Dir. | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> |
| Dev. Achievement Center Teacher | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> |
| Dev. Disabilities Coord. | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> |
| Dietitian | 994 <u>1114</u> | 1041 <u>1164</u> | 1088 <u>1218</u> | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | 1359 <u>1523</u> | 1423 <u>1590</u> | |
| Dir. of Assessment Systems | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> |
| Dir. of Business Mgmt. I | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | | |
| Dir. of Business Mgmt. II | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | |
| Dir. of Financial Asst. | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | |
| Dir. of Planning | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | |
|----------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---|
| Dir. of Pub. Hlth. Nurs. I | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> |
| Dir. of Soc. Services | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> |
| Dir. of Support Services | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> |
| Education Supervisor | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Emp. Guid. Couns. I | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> |
| Emp. Guid. Couns. II | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> |
| Emp. Guid. Couns. III | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |
| Family Serv. Coord. II | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | |
| Finan. Asst. Supvr. III | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> 1983 <u>2122</u> |
| Finan. Asst. Supvr. IV | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> 2169 <u>2321</u> |
| Home Care Coordinator | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | |
| Homemaker Supervisor | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Human Services Dir. I | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> 2268 <u>2427</u> |
| Human Services Dir. II | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> |
| Human Services Dir. III | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | 2759 <u>2952</u> |
| Human Services Supvr. I | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> 1983 <u>2122</u> |
| Marriage Counselor | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> |
| Med.-Care Advisor | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |

PROPOSED RULES

| | | | | | | | | | | |
|----------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Med.-Serv. Adm. | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | | |
| Mental Health Worker | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | |
| Meth.-&-Proc. Analyst | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | |
| Meth.-&-Proc. Supvr. | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | |
| Nursing Care Advisor | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | |
| Nutrition Proj. Asst. Dir. | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | <u>1590</u> |
| Nutrition Proj. Dir. | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> |
| Occup. Supvr.-Inst. I | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> |
| Occupa. Supvr.-Inst. II | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> |
| Office Manager | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | |
| Personnel Officer | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> |
| Personnel Director | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> |
| Physical Therapist | 994 <u>1088</u> | 1041 <u>1138</u> | 1088 <u>1189</u> | 1138 <u>1244</u> | 1190 <u>1300</u> | 1241 <u>1357</u> | 1298 <u>1419</u> | 1359 <u>1487</u> | | |
| Planner (Human Services) | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | |
| Policy/Program Analyst | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> |
| Programmer Analyst | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | | |
| Psychologist I | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | |
| Psychologist II | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | | |
|---|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Psychologist III | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> | 2268 <u>2427</u> | | |
| Psychologist IV | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> | 2268 <u>2427</u> | 2373 <u>2539</u> | 2477 <u>2650</u> | | |
| Pub. Health Educator I | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | | |
| Pub. Health Educator II | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | | |
| Public Health Nurse | 1041 <u>1164</u> | 1088 <u>1218</u> | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | 1359 <u>1523</u> | | | |
| Pub. Hlth. Nurse (Team Leader) | 1088 <u>1218</u> | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | 1359 <u>1523</u> | 1423 <u>1590</u> | | | |
| Registered Nurse (A.A. Deg., 3 yr. Dip., or B.S. Deg.) | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | | | | |
| Sanitarian I | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | <u>1328</u> | | | | | |
| Sanitarian II | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | | |
| Sr. Pub. Health Nurse | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | 1359 <u>1523</u> | 1423 <u>1590</u> | 1486 <u>1662</u> | | | |
| Social Worker I | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | <u>1273</u> | <u>1328</u> | <u>1389</u> | <u>1454</u> | <u>1523</u> | <u>1590</u> |
| Social Worker II | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> |
| Social Worker III | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Social Worker Trainee | 869 <u>930</u> | | | | | | | | | |
| Soc. Serv. Supvr. I | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> |
| Soc. Serv. Supvr. II | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> |
| Soc. Welf. Supvr. III | 1623 <u>1815</u> | 1696 <u>1897</u> | 1773 <u>1985</u> | 1855 <u>2076</u> | 1940 <u>2170</u> | 2028 <u>2268</u> | 2120 <u>2375</u> | 2220 <u>2483</u> | 2321 <u>2596</u> | |
| Soc. Welf. Supvr. Trainee | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | | | | |

PROPOSED RULES

| | | | | | | | | | |
|------------------------------|---|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--|
| Staff Trng. Supvr. I | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> |
| Staff Trng. Supvr. II | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> |
| Student Soc. Worker (Intern) | Rate proposed by appointing authority. | | | | | | | | |
| Student Soc. Worker (SWEP) | Rate proposed by appointing authority. | | | | | | | | |
| Systems Prog.-Analyst | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | <u>2076</u> | |
| Trainee | Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare. | | | | | | | | |
| Vol.-Serv. Coord. I | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> <u>1590</u> |
| Vol.-Serv. Coord. II | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |
| Welfare Director I | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> <u>2071</u> <u>2216</u> |
| Welfare Director II | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> <u>2268</u> <u>2427</u> |
| Welfare Director III | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> |
| Welfare Director IV | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | 2759 <u>2952</u> |
| Welfare Director V | 2644 <u>2829</u> | 2759 <u>2952</u> | 2884 <u>3086</u> | 3015 <u>3226</u> | 3150 <u>3371</u> | 3292 <u>3522</u> | 3447 <u>3688</u> | 3594 <u>3846</u> | 3750 <u>4111</u> |
| Work-Exp. & Trng. Spec. | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

3. Plan C*

| | | | | | | | | | | |
|-----------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-------------|
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Accountant I | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | |
| Accountant II | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | <u>2170</u> |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | | |
|---------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Adm. Asst. I | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> |
| Adm. Asst. II | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> | 2268 <u>2427</u> |
| Adm. Asst. III | 1696 <u>1897</u> | 1773 <u>1985</u> | 1855 <u>2076</u> | 1940 <u>2170</u> | 2028 <u>2268</u> | 2120 <u>2375</u> | 2220 <u>2483</u> | 2321 <u>2596</u> | 2426 <u>2710</u> | |
| Adm. Services Director | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | |
| Adult Day Care Center Supvr. | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> |
| Asst. Human Services Director | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | |
| Asst. Welfare Director | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | 2759 <u>2952</u> | 2884 <u>3086</u> | 3015 <u>3226</u> | |
| Assoc. M-&-P. Analyst | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | | | | | | |
| Auditor | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> |
| Center Coordinator | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> |
| Chemical Dependency Coord. | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> |
| Collections Serv. Supvr. II | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> |
| Comm.-Hlth. Serv. Supvr. | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> |
| Community-Rela. Spec. | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | |
| Computer Programmer | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | | | |
| Day Care Center Supvr. | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | |
| Dev. Achievement Center Dir. | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> |
| Dev. Achievement Center Teacher | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |

PROPOSED RULES

| | | | | | | | | | | |
|----------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Dev. Disabilities Coord. | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> |
| Dietitian | 1041 <u>1164</u> | 1088 <u>1218</u> | 1138 <u>1273</u> | 1190 <u>1328</u> | 1241 <u>1389</u> | 1298 <u>1454</u> | 1359 <u>1523</u> | 1423 <u>1590</u> | 1486 <u>1662</u> | |
| Dir. of Assessment Systems | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> |
| Dir. of Bus. Mgmt. I | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | | |
| Dir. of Business Mgmt. II | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | |
| Dir. of Financial Asst. | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | |
| Dir. of Planning | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | |
| Dir. of Pub. Hlth. Nurs. I | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | |
| Dir. of Soc. Serv. | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | |
| Dir. of Support Services | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | |
| Education Supervisor | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | |
| Emp. Guid. Couns. I | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | |
| Emp. Guid. Couns. II | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | |
| Emp. Guid. Couns. III | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | |
| Family Service Coord. II | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | | |
| Finan. Asst. Supvr. III | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> |
| Finan. Asst. Supvr. IV | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> | 2268 <u>2427</u> |
| Home Care Coordinator | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | | |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. Strike outs indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. Strike outs indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | | |
|----------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Homemaker Supervisor | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | |
| Human Services Dir. I | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> | 2268 <u>2427</u> |
| Human Services Dir. II | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | |
| Human Services Dir. III | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | 2759 <u>2952</u> | |
| Human Services Supvr. I | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> |
| Marriage Counselor | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | |
| Med.-Care Advisor | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | |
| Med.-Serv. Adm. | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | | |
| Mental Health Worker | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | |
| Meth.-&-Proc. Analyst | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | |
| Meth.-&-Proc. Supvr. | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | |
| Nursing Care Advisor | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | |
| Nutrition Proj. Asst. Dir. | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1662 <u>1662</u> |
| Nutrition Proj. Dir. | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> |
| Occup. Supvr.-Inst. I | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> |
| Occup. Supvr.-Inst. II | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> |
| Office Manager | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | |

PROPOSED RULES

| | | | | | | | | | | |
|---|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Personnel Officer | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> |
| Personnel Director | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> |
| Physical Therapist | 1064 <u>1164</u> | 1111 <u>1218</u> | 1163 <u>1273</u> | 1215 <u>1328</u> | 1268 <u>1389</u> | 1326 <u>1454</u> | 1390 <u>1523</u> | 1454 <u>1590</u> | | |
| Planner (Human Services) | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | |
| Policy/Program Analyst | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> |
| Programmer Analyst | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | | |
| Psychologist I | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | |
| Psychologist II | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | |
| Psychologist III | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> | 2268 <u>2427</u> | 2373 <u>2539</u> | | |
| Psychologist IV | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> | 2268 <u>2427</u> | 2373 <u>2539</u> | 2477 <u>2650</u> | 2587 <u>2768</u> | | |
| Pub. Health Educator I | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | | |
| Pub. Health Educator II | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | | |
| Public Health Nurse | 1111 <u>1244</u> | 1163 <u>1300</u> | 1215 <u>1357</u> | 1268 <u>1419</u> | 1326 <u>1487</u> | 1390 <u>1556</u> | 1454 <u>1624</u> | | | |
| Pub. Hlth. Nurse (Team Leader) | 1163 <u>1300</u> | 1215 <u>1357</u> | 1268 <u>1419</u> | 1326 <u>1487</u> | 1390 <u>1556</u> | 1454 <u>1624</u> | 1518 <u>1699</u> | | | |
| Registered Nurse (A.A. Deg., 3 yr. Dip., or B.S. Deg.) | 1064 <u>1138</u> | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | | | | |
| Sanitarian I | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | <u>1389</u> | | | | | |
| Sanitarian II | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | | |
| Sr. Pub. Health Nurse | 1215 <u>1357</u> | 1268 <u>1419</u> | 1326 <u>1487</u> | 1390 <u>1556</u> | 1454 <u>1624</u> | 1518 <u>1699</u> | 1588 <u>1773</u> | | | |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | | |
|------------------------------|---|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Social Worker I | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | <u>1328</u> | <u>1389</u> | <u>1454</u> | <u>1523</u> | <u>1590</u> | <u>1662</u> |
| Social Worker II | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> |
| Social Worker III | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> |
| Social Worker Trainee | 869 <u>930</u> | | | | | | | | | |
| Soc. Serv. Supvr. I | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> |
| Soc. Serv. Supvr. II | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> | 2268 <u>2427</u> |
| Soc. Welf. Supvr. III | 1696 <u>1897</u> | 1773 <u>1985</u> | 1855 <u>2076</u> | 1940 <u>2170</u> | 2028 <u>2268</u> | 2120 <u>2375</u> | 2220 <u>2483</u> | 2321 <u>2596</u> | 2426 <u>2710</u> | |
| Soc. Welf. Supvr. Trainee | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | | | | |
| Staff Trng. Supvr. I | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | |
| Staff Trng. Supvr. II | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | |
| Student Soc. Worker (Intern) | Rate proposed by appointing authority. | | | | | | | | | |
| Student Soc. Worker (SWEP) | Rate proposed by appointing authority. | | | | | | | | | |
| Systems Prog.-Analyst | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | <u>2170</u> | | |
| Trainee | Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare. | | | | | | | | | |
| Vol.-Serv. Coord. I | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | <u>1662</u> |
| Vol.-Serv. Coord. II | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> | |
| Welfare Director I | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> |
| Welfare Director II | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | 1814 <u>1941</u> | 1896 <u>2029</u> | 1983 <u>2122</u> | 2071 <u>2216</u> | 2169 <u>2321</u> | 2268 <u>2427</u> |
| Welfare Director III | 1773 <u>1897</u> | 1855 <u>1985</u> | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | |

PROPOSED RULES

| | | | | | | | | | |
|-------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Welfare Director IV | 1940 <u>2076</u> | 2028 <u>2170</u> | 2120 <u>2268</u> | 2220 <u>2375</u> | 2321 <u>2483</u> | 2426 <u>2596</u> | 2533 <u>2710</u> | 2644 <u>2829</u> | 2759 <u>2952</u> |
| Welfare Director V | 2644 <u>2829</u> | 2759 <u>2952</u> | 2884 <u>3086</u> | 3015 <u>3226</u> | 3150 <u>3371</u> | 3292 <u>3522</u> | 3447 <u>3688</u> | 3594 <u>3846</u> | 3750 <u>4111</u> |
| Work-Exp. & Trng. Spec. | 1298 <u>1389</u> | 1359 <u>1454</u> | 1423 <u>1523</u> | 1486 <u>1590</u> | 1553 <u>1662</u> | 1623 <u>1737</u> | 1696 <u>1815</u> | 1773 <u>1897</u> | 1855 <u>1985</u> |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

B. Support Personnel

1. Plan A*

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Account Clerk | 696 <u>745</u> | 728 <u>779</u> | 762 <u>815</u> | 797 <u>853</u> | 833 <u>891</u> | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | |
| Accounting Officer I | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> |
| Accounting Officer II | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> |
| Accounting Officer III | 1064 <u>1138</u> | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> |
| Adult Day Care Center Prog. Coord. | 710 <u>760</u> | 774 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> |
| Asst. Residential Fac. Opr.(s) | 570 <u>610</u> | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | |
| Case Aide | 696 <u>760</u> | 728 <u>796</u> | 762 <u>834</u> | 797 <u>872</u> | 833 <u>911</u> | 869 <u>951</u> | 910 <u>995</u> | 951 <u>1039</u> | 1017 <u>1088</u> |
| Chemical Dependency Couns. | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | | |
| Child Support Officer I | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> |
| Child Support Officer II | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | |
| Coll. Serv. Supvr. I | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | |
| Community-Service Aide | 437 <u>511</u> | 455 <u>536</u> | 478 <u>561</u> | 501 <u>585</u> | 524 <u>610</u> | 547 <u>635</u> | 570 <u>666</u> | | |
| Coord. of Aging | 710 <u>779</u> | 744 <u>815</u> | 779 <u>853</u> | 815 <u>891</u> | 851 <u>930</u> | 889 <u>974</u> | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | |
|---------------------------------|---|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Dev. Achievement Center Inst. | 570 <u>610</u> | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | | | |
| Family Service Aide I | 547 <u>585</u> | 570 <u>610</u> | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | | |
| Family Service Aide II | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | |
| Family Service Coord. I | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | | |
| Family Service/Home Health Aide | 547 <u>585</u> | 570 <u>610</u> | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | | |
| Finan.-Asst. Specialist | 889 <u>974</u> | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> | 1111 <u>1218</u> | 1163 <u>1273</u> | 1215 <u>1328</u> | |
| Finan.-Asst. Supvr. I | 971 <u>1083</u> | 1017 <u>1138</u> | 1064 <u>1189</u> | 1111 <u>1244</u> | 1163 <u>1300</u> | 1215 <u>1357</u> | 1268 <u>1419</u> | 1326 <u>1487</u> | 1390 <u>1556</u> |
| Finan.-Asst. Supvr. II | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1699 <u>1699</u> |
| Financial Worker I | 696 <u>760</u> | 728 <u>796</u> | 762 <u>834</u> | 797 <u>872</u> | 833 <u>911</u> | 869 <u>951</u> | 995 <u>995</u> | 1039 <u>1039</u> | 1088 <u>1088</u> |
| Financial Worker II | 779 <u>853</u> | 815 <u>891</u> | 951 <u>930</u> | 889 <u>974</u> | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> | 1111 <u>1218</u> |
| Home Health Aide | 574 <u>585</u> | 570 <u>610</u> | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | | |
| Home Health Aide Coordinator | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | | |
| Housekeeper | Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare. | | | | | | | | |
| Housing Coordinator | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> |
| Licensed Practican Nurse | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | | | |
| Public Health Aide | 437 <u>511</u> | 455 <u>536</u> | 478 <u>561</u> | 501 <u>585</u> | 524 <u>610</u> | 547 <u>635</u> | 570 <u>666</u> | | |
| Residential Fac. Opr.(s) | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | |
| Senior Case Aide | 779 <u>853</u> | 815 <u>891</u> | 851 <u>930</u> | 889 <u>974</u> | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> | 1111 <u>1218</u> |

PROPOSED RULES

| | | | | | | | | |
|----------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-------------------------------|
| Senior Citizen's Aide | 437 <u>511</u> | 455 <u>536</u> | 478 <u>561</u> | 501 <u>585</u> | 524 <u>610</u> | 547 <u>635</u> | 570 <u>666</u> | |
| Transportation Coord. | 728 <u>779</u> | 762 <u>815</u> | 797 <u>853</u> | 833 <u>891</u> | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> |
| Welfare Fraud Investigator | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | |
| Welfare Fraud Unit Supvr. | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

B. Support Personnel

2. Plan B*

a. Class of Positions

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Account Clerk | 728 <u>779</u> | 762 <u>815</u> | 797 <u>853</u> | 833 <u>891</u> | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | |
| Accounting Officer I | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> |
| Accounting Officer II | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> |
| Accounting Officer III | 1064 <u>1138</u> | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> |
| Adult Day Care Center Prog. Coord. | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> |
| Asst. Residential Fac. Opr.(s) | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | |
| Case Aide | 728 <u>796</u> | 762 <u>834</u> | 797 <u>872</u> | 833 <u>911</u> | 869 <u>951</u> | 910 <u>995</u> | 951 <u>1039</u> | 994 <u>1088</u> | 1064 <u>1138</u> |
| Chemical Dependency Couns. | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | | |
| Child Support Officer I | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> |
| Child Support Officer II | 1017 <u>1088</u> | 1064 <u>1138</u> | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | |
| Coll. Serv. Supvr. I | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | |

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PROPOSED RULES

| | | | | | | | | | |
|---------------------------------|---|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Community-Serv. Aide | 455 <u>536</u> | 478 <u>561</u> | 501 <u>585</u> | 524 <u>610</u> | 547 <u>635</u> | 570 <u>666</u> | 593 <u>697</u> | | |
| Coord. of Aging | 744 <u>815</u> | 779 <u>853</u> | 815 <u>891</u> | 851 <u>930</u> | 889 <u>974</u> | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> |
| Dev. Achievement Center Inst. | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | | | |
| Family Service Aide I | 570 <u>610</u> | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | | |
| Family Service Aide II | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | |
| Family Service Coord. I | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | | |
| Family Service/Home Health Aide | 570 <u>610</u> | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | | |
| Finan.-Asst. Specialist | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> | 1111 <u>1218</u> | 1163 <u>1273</u> | 1215 <u>1328</u> | 1268 <u>1389</u> | |
| Finan.-Asst. Supvr. I | 1017 <u>1138</u> | 1064 <u>1189</u> | 1111 <u>1244</u> | 1163 <u>1300</u> | 1215 <u>1357</u> | 1268 <u>1419</u> | 1326 <u>1487</u> | 1390 <u>1556</u> | 1454 <u>1624</u> |
| Finan.-Asst. Supvr. II | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1773 <u>1773</u> |
| Financial Worker I | 728 <u>796</u> | 762 <u>834</u> | 797 <u>872</u> | 833 <u>911</u> | 869 <u>951</u> | 910 <u>995</u> | 1039 <u>1039</u> | 1088 <u>1088</u> | 1138 <u>1138</u> |
| Financial Worker II | 815 <u>891</u> | 851 <u>930</u> | 889 <u>974</u> | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> | 1111 <u>1218</u> | 1163 <u>1273</u> |
| Home Health Aide | 570 <u>610</u> | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | | |
| Home Health Aide Coordinator | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | | |
| Housekeeper | Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare. | | | | | | | | |
| Housing Coordinator | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> |
| Licensed Practical Nurse | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | | | |
| Public Health Aide | 455 <u>536</u> | 478 <u>561</u> | 501 <u>585</u> | 524 <u>610</u> | 547 <u>635</u> | 570 <u>666</u> | 593 <u>697</u> | | |

PROPOSED RULES

| | | | | | | | | | |
|----------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Residential Fac. Opr.(s) | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | |
| Senior Case Aide | 815 <u>891</u> | 851 <u>930</u> | 889 <u>974</u> | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> | 1111 <u>1218</u> | 1163 <u>1273</u> |
| Senior Citizen's Aide | 455 <u>536</u> | 478 <u>561</u> | 501 <u>585</u> | 524 <u>610</u> | 547 <u>635</u> | 570 <u>666</u> | 593 <u>697</u> | | |
| Transportation Coordinator | 762 <u>815</u> | 797 <u>853</u> | 833 <u>891</u> | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | |
| Welfare Fraud Investigator | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | | |
| Welfare Fraud Unit Supvr. | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | | |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

B. Support Personnel

3. Plan C*

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Account Clerk | 762 <u>815</u> | 797 <u>853</u> | 833 <u>891</u> | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | |
| Accounting Officer I | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> |
| Accounting Officer II | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> |
| Accounting Officer III | 1064 <u>1138</u> | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> |
| Adult Day Care Center Prog. Coord. | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | 1111 <u>1189</u> |
| Asst. Residential Facility Opr.(s) | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | |
| Case Aide | 762 <u>834</u> | 797 <u>872</u> | 833 <u>911</u> | 869 <u>951</u> | 910 <u>995</u> | 951 <u>1039</u> | 1088 <u>1189</u> | 1138 <u>1218</u> | 1189 <u>1273</u> |
| Chemical Dependency Counselor | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | | |
| Child Support Officer I | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | 1138 <u>1218</u> | 1190 <u>1273</u> | 1241 <u>1328</u> | 1298 <u>1389</u> | 1359 <u>1454</u> |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | |
|---------------------------------|---|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Child Support Officer II | 1064 <u>1138</u> | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | |
| Coll. Serv. Supvr. I | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | |
| Community-Serv. Aide | 478 <u>561</u> | 501 <u>585</u> | 524 <u>610</u> | 547 <u>635</u> | 570 <u>666</u> | 593 <u>697</u> | 622 <u>728</u> | | |
| Coord. of Aging | 779 <u>853</u> | 815 <u>891</u> | 851 <u>930</u> | 889 <u>974</u> | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> | 1111 <u>1218</u> |
| Dev. Achievement Center Inst. | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | | | |
| Family Service Aide I | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | | |
| Family Service Aide II | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | |
| Family Service Coord. I | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | 1111 <u>1189</u> | | |
| Family Service/Home Health Aide | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | | |
| Finan.-Asst. Spec. | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> | 1111 <u>1218</u> | 1163 <u>1273</u> | 1215 <u>1328</u> | 1268 <u>1389</u> | 1326 <u>1454</u> | |
| Finan.-Asst. Supvr. I | 1064 <u>1189</u> | 1111 <u>1244</u> | 1163 <u>1300</u> | 1215 <u>1357</u> | 1268 <u>1419</u> | 1326 <u>1487</u> | 1390 <u>1556</u> | 1454 <u>1624</u> | 1518 <u>1699</u> |
| Finan.-Asst. Supvr. II | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1855 |
| Financial Worker I | 762 <u>834</u> | 797 <u>872</u> | 833 <u>911</u> | 869 <u>951</u> | 910 <u>995</u> | 951 <u>1039</u> | 1088 <u>1138</u> | 1189 | |
| Financial Worker II | 851 <u>930</u> | 889 <u>974</u> | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> | 1111 <u>1218</u> | 1163 <u>1273</u> | 1215 <u>1328</u> |
| Home Health Aide | 593 <u>635</u> | 622 <u>666</u> | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | | |
| Home Health Aide Coord. | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | 1111 <u>1189</u> | | |
| Housekeeper | Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare. | | | | | | | | |
| Housing Coordinator | 971 <u>1039</u> | 1017 <u>1088</u> | 1064 <u>1138</u> | 1111 <u>1189</u> | 1163 <u>1244</u> | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> |

PROPOSED RULES

| | | | | | | | | | |
|----------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Licensed Practical Nurse | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | 930 <u>995</u> | 971 <u>1039</u> | | | |
| Public Health Aide | 478 <u>561</u> | 501 <u>585</u> | 524 <u>610</u> | 547 <u>635</u> | 570 <u>666</u> | 593 <u>697</u> | 622 <u>728</u> | | |
| Residential Fac. Opr.(s) | 651 <u>697</u> | 680 <u>728</u> | 710 <u>760</u> | 744 <u>796</u> | 779 <u>834</u> | 815 <u>872</u> | 851 <u>911</u> | 889 <u>951</u> | |
| Senior Case Aide | 851 <u>930</u> | 889 <u>974</u> | 930 <u>1018</u> | 971 <u>1064</u> | 1017 <u>1114</u> | 1064 <u>1164</u> | 1111 <u>1218</u> | 1163 <u>1273</u> | 1215 <u>1328</u> |
| Senior Citizen's Aide | 478 <u>561</u> | 501 <u>585</u> | 524 <u>610</u> | 547 <u>635</u> | 570 <u>666</u> | 593 <u>697</u> | 622 <u>728</u> | | |
| Transportation Coordinator | 797 <u>853</u> | 833 <u>891</u> | 869 <u>930</u> | 910 <u>974</u> | 951 <u>1018</u> | 994 <u>1064</u> | 1041 <u>1114</u> | 1088 <u>1164</u> | |
| Welfare Fraud Investigator | 1215 <u>1300</u> | 1268 <u>1357</u> | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | | |
| Welfare Fraud Unit Supvr. | 1326 <u>1419</u> | 1390 <u>1487</u> | 1454 <u>1556</u> | 1518 <u>1624</u> | 1588 <u>1699</u> | 1657 <u>1773</u> | 1734 <u>1855</u> | | |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

C. Clerical

1. Plan A*

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| Bkbp. Machine Operator | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> |
| Clerical Supervisor | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> | 858 <u>908</u> | 890 <u>940</u> | 924 <u>974</u> |
| Clerk I | 474 <u>524</u> | 491 <u>541</u> | 507 <u>557</u> | 523 <u>573</u> | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> |
| Clerk II | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> |
| Clerk III | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> | 739 <u>789</u> | 766 <u>816</u> | 795 <u>845</u> | 826 <u>876</u> |
| Clerk-Typist I (1) | 491 <u>541</u> | 507 <u>557</u> | 523 <u>573</u> | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> |
| Clerk-Typist II | 539 <u>589</u> | 558 <u>608</u> | 579 <u>629</u> | 600 <u>650</u> | 621 <u>671</u> | 642 <u>692</u> | 663 <u>713</u> | 686 <u>736</u> | 712 <u>762</u> |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | |
|--------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|
| Clerk-Typist III | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |
| Clerk Specialist | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> |
| Clerk-Steno I | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> |
| Clerk-Steno II | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> |
| Clerk-Steno III | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |
| Information Systems Specialist | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> |
| Keypunch Operator | <u>523</u> <u>573</u> | <u>538</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> |
| Swbd. Operator I | <u>507</u> <u>557</u> | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> |
| Swbd. Operator II | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

- (1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

| | | | | | | | | | |
|------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|
| 2. Plan B* | | | | | | | | | |
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Bkbp. Machine Operator | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |
| Clerical Supervisor | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> |
| Clerk I | <u>491</u> <u>541</u> | <u>507</u> <u>557</u> | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> |
| Clerk II | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |
| Clerk III | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |

PROPOSED RULES

| | | | | | | | | | |
|--------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| Clerk-Typist I (1) | <u>507</u> <u>557</u> | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> |
| Clerk-Typist II | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |
| Clerk-Typist III | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |
| Clerk Specialist | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> |
| Clerk-Steno I | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> |
| Clerk-Steno II | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> |
| Clerk-Steno III | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> |
| Information Systems Specialist | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> |
| Key Punch Operator | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> |
| Swbd. Operator I | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> |
| Swbd. Operator II | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

- (1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

C. Clerical

3. Plan C*

a. Class of Positions

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|---------------------------|
| Bkbp. Machine Operator | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> |
| Clerical Supervisor | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> |
| Clerk I | <u>507</u> <u>557</u> | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | |
|--------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|---------------------------|----------------------------|
| Clerk II | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> |
| Clerk III | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> |
| Clerk-Typist I (1) | <u>523</u> <u>573</u> | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> |
| Clerk-Typist II | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> |
| Clerk-Typist III | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> |
| Clerk Specialist | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> | <u>1037</u> <u>1087</u> |
| Clerk-Steno I | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |
| Clerk-Steno II | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |
| Clerk-Steno III | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> |
| Information Systems Specialist | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> |
| Key punch Operator | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |
| Swbd. Operator I | <u>539</u> <u>589</u> | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> |
| Swbd. Operator II | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

(1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

| | | | | | | | | | |
|------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|---------------------------|----------------------------|
| 4. Plan D* | | | | | | | | | |
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Bkbp. Machine Operator | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> |
| Clerical Supervisor | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> | <u>1037</u> <u>1087</u> |

PROPOSED RULES

| | | | | | | | | | |
|--------------------------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|-------------|
| Clerk I | <u>523</u> | <u>539</u> | <u>558</u> | <u>579</u> | <u>600</u> | <u>621</u> | <u>642</u> | <u>663</u> | <u>686</u> |
| | <u>573</u> | <u>589</u> | <u>608</u> | <u>629</u> | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> |
| Clerk II | <u>600</u> | <u>621</u> | <u>642</u> | <u>663</u> | <u>686</u> | <u>712</u> | <u>739</u> | <u>766</u> | <u>795</u> |
| | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> |
| Clerk III | <u>686</u> | <u>712</u> | <u>739</u> | <u>766</u> | <u>795</u> | <u>826</u> | <u>858</u> | <u>890</u> | <u>924</u> |
| | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> | <u>876</u> | <u>908</u> | <u>940</u> | <u>974</u> |
| Clerk-Typist I (1) | <u>539</u> | <u>558</u> | <u>579</u> | <u>600</u> | <u>621</u> | <u>642</u> | <u>663</u> | <u>686</u> | <u>712</u> |
| | <u>589</u> | <u>608</u> | <u>629</u> | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> |
| Clerk-Typist II | <u>600</u> | <u>621</u> | <u>642</u> | <u>663</u> | <u>686</u> | <u>712</u> | <u>739</u> | <u>766</u> | <u>795</u> |
| | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> |
| Clerk-Typist III | <u>686</u> | <u>712</u> | <u>739</u> | <u>766</u> | <u>795</u> | <u>826</u> | <u>858</u> | <u>890</u> | <u>924</u> |
| | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> | <u>876</u> | <u>908</u> | <u>940</u> | <u>974</u> |
| Clerk Specialist | <u>795</u> | <u>826</u> | <u>858</u> | <u>890</u> | <u>924</u> | <u>961</u> | <u>998</u> | <u>1037</u> | <u>1079</u> |
| | <u>845</u> | <u>876</u> | <u>908</u> | <u>940</u> | <u>974</u> | <u>1011</u> | <u>1048</u> | <u>1087</u> | <u>1129</u> |
| Clerk-Steno I | <u>579</u> | <u>600</u> | <u>621</u> | <u>642</u> | <u>663</u> | <u>686</u> | <u>712</u> | <u>739</u> | <u>766</u> |
| | <u>629</u> | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> |
| Clerk-Steno II | <u>642</u> | <u>663</u> | <u>686</u> | <u>712</u> | <u>739</u> | <u>766</u> | <u>795</u> | <u>826</u> | <u>858</u> |
| | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> | <u>876</u> | <u>908</u> |
| Clerk-Steno III | <u>712</u> | <u>739</u> | <u>766</u> | <u>795</u> | <u>826</u> | <u>858</u> | <u>890</u> | <u>924</u> | <u>961</u> |
| | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> | <u>876</u> | <u>908</u> | <u>940</u> | <u>974</u> | <u>1011</u> |
| Information Systems Specialist | <u>739</u> | <u>766</u> | <u>795</u> | <u>826</u> | <u>858</u> | <u>890</u> | <u>924</u> | <u>961</u> | <u>998</u> |
| | <u>789</u> | <u>816</u> | <u>845</u> | <u>876</u> | <u>908</u> | <u>940</u> | <u>974</u> | <u>1011</u> | <u>1048</u> |
| Key punch Operator | <u>579</u> | <u>600</u> | <u>621</u> | <u>642</u> | <u>663</u> | <u>686</u> | <u>712</u> | <u>739</u> | <u>766</u> |
| | <u>629</u> | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> |
| Swbd. Operator I | <u>558</u> | <u>579</u> | <u>600</u> | <u>621</u> | <u>642</u> | <u>663</u> | <u>686</u> | <u>712</u> | <u>739</u> |
| | <u>608</u> | <u>629</u> | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> |
| Swbd. Operator II | <u>600</u> | <u>621</u> | <u>642</u> | <u>663</u> | <u>686</u> | <u>712</u> | <u>739</u> | <u>766</u> | <u>795</u> |
| | <u>650</u> | <u>671</u> | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

- (1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

C. Clerical

5. Plan E*

a. Class of Positions

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------------------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Bkbp. Machine Operator | <u>642</u> | <u>663</u> | <u>686</u> | <u>712</u> | <u>739</u> | <u>766</u> | <u>795</u> | <u>826</u> |
| | <u>692</u> | <u>713</u> | <u>736</u> | <u>762</u> | <u>789</u> | <u>816</u> | <u>845</u> | <u>876</u> |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | |
|--------------------------------|--------------------------|--------------------------|--------------------------|---------------------------|---------------------------|----------------------------|----------------------------|----------------------------|
| Clerical Supervisor | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> | <u>1037</u> <u>1087</u> | <u>1079</u> <u>1129</u> |
| Clerk I | <u>558</u> <u>608</u> | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> |
| Clerk II | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |
| Clerk III | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> |
| Clerk-Typist I (1) | <u>579</u> <u>629</u> | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> |
| Clerk-Typist II | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |
| Clerk-Typist III | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> |
| Clerk Specialist | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> | <u>1037</u> <u>1087</u> | <u>1079</u> <u>1129</u> | <u>1122</u> <u>1172</u> |
| Clerk-Steno I | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> |
| Clerk-Steno II | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> |
| Clerk-Steno III | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> |
| Information Systems Specialist | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> | <u>1037</u> <u>1087</u> |
| Keypunch Operator | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> |
| Swbd. Operator I | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> |
| Swbd. Operator II | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

- (1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

PROPOSED RULES

| | | | | | | | | |
|--------------------------------|--------------------------|--------------------------|---------------------------|---------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 6. Plan F* | | | | | | | | |
| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Bkbp. Machine Operator | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |
| Clerical Supervisor | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> | <u>1037</u> <u>1087</u> | <u>1079</u> <u>1129</u> | <u>1122</u> <u>1172</u> |
| Clerk I | <u>600</u> <u>650</u> | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> |
| Clerk II | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |
| Clerk III | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> |
| Clerk-Typist I (1) | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> |
| Clerk-Typist II | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |
| Clerk-Typist III | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> |
| Clerk Specialist | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> | <u>1037</u> <u>1087</u> | <u>1079</u> <u>1129</u> | <u>1122</u> <u>1172</u> | <u>1167</u> <u>1217</u> |
| Clerk-Steno I | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> |
| Clerk-Steno II | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> |
| Clerk-Steno III | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> | <u>1037</u> <u>1087</u> |
| Information Systems Specialist | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> | <u>890</u> <u>940</u> | <u>924</u> <u>974</u> | <u>961</u> <u>1011</u> | <u>998</u> <u>1048</u> | <u>1037</u> <u>1087</u> | <u>1079</u> <u>1129</u> |
| Keypunch Operator | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |
| Swbd. Operator I | <u>621</u> <u>671</u> | <u>642</u> <u>692</u> | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> |
| Swbd. Operator II | <u>663</u> <u>713</u> | <u>686</u> <u>736</u> | <u>712</u> <u>762</u> | <u>739</u> <u>789</u> | <u>766</u> <u>816</u> | <u>795</u> <u>845</u> | <u>826</u> <u>876</u> | <u>858</u> <u>908</u> |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

(1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

D. Maintenance & Trades

1. Plan A*

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|-----------------------|--|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| Auto Driver | 585 <u>631</u> | 607 <u>658</u> | 631 <u>687</u> | 658 <u>715</u> | 687 <u>746</u> | 715 <u>778</u> | 746 <u>812</u> |
| Bus Driver | 631 <u>687</u> | 658 <u>715</u> | 687 <u>746</u> | 715 <u>778</u> | 746 <u>812</u> | 778 <u>845</u> | 812 <u>881</u> |
| Janitor (1) | 631 <u>687</u> | 658 <u>715</u> | 687 <u>746</u> | 715 <u>778</u> | 746 <u>812</u> | 778 <u>845</u> | 812 <u>881</u> |
| Laborer | \$3.63/hour <u>\$3.95/hour</u> | | | | | | |
| Maintenance Worker | 658 <u>715</u> | 687 <u>746</u> | 715 <u>778</u> | 746 <u>812</u> | 778 <u>845</u> | 812 <u>881</u> | 845 <u>920</u> |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

(1) Employees who are required to work for a period of at least five hours after 6 P.M. on a regular scheduled basis may be paid a shift differential in the amount of one salary step above their normal day-work rate.

2. Plan B*

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|-----------------------|--|------------------------------|------------------------------|-------------------------------|-------------------------------|--------------------------------|--------------------------------|
| Auto Driver | 746 <u>812</u> | 778 <u>845</u> | 812 <u>881</u> | 845 <u>920</u> | 881 <u>959</u> | 920 <u>1000</u> | 959 <u>1044</u> |
| Bus Driver | 778 <u>845</u> | 812 <u>881</u> | 845 <u>920</u> | 881 <u>959</u> | 920 <u>1000</u> | 959 <u>1044</u> | 1000 <u>1089</u> |
| Janitor (1) | 746 <u>812</u> | 778 <u>845</u> | 812 <u>881</u> | 845 <u>920</u> | 881 <u>959</u> | 920 <u>1000</u> | 959 <u>1044</u> |
| Laborer | \$4.47/hour <u>\$4.86/hour</u> | | | | | | |
| Maintenance Worker | 812 <u>881</u> | 845 <u>920</u> | 881 <u>959</u> | 920 <u>1000</u> | 959 <u>1044</u> | 1000 <u>1089</u> | 1044 <u>1136</u> |

*The salary steps herein shall not include any amount paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

(1) Employees who are required to work for a period of at least five hours after 6 P.M. on a regular scheduled basis may be paid a shift differential in the amount of one salary step above their normal day-work rate.

PROPOSED RULES

12 MCAR § 2.494 Compensation Plan.

D. Adjustment of the Official Salary Schedule of the Minnesota Merit System.

1. The compensation plan provided in 12 MCAR § 2.840 shall be adjusted for changes in the level of salary rates in business and government ~~and~~ for similar and competing types of employment and for changes in the Twin City Consumer Price Index.

2. In every odd-numbered year ~~The Supervisor shall conduct each year~~ a review of the changes in the level of salary rates in the labor market since the time of the ~~survey preceding the~~ most recent adjustment of the compensation plan. This review shall utilize the data and findings of other labor market surveys and shall, to the extent possible, be based upon similar surveys and data ~~each succeeding year used in previous reviews.~~ The Supervisor shall complete this study and report the findings to the Commissioner of Public Welfare on or before July 31 of each year odd-numbered year.

3. If the report of the Supervisor reveals an increase or decrease in salary rates in the labor market for similar and/or competing employment ~~(particularly with the teaching profession, for professional rates)~~ of four per cent or more, the Commissioner of Public Welfare shall announce a public hearing for a general adjustment of the compensation plan. If the changes in the labor market are of less than four per cent or differ significantly for various types of employment, the Commissioner may announce a public hearing to adjust the compensation plan in whole or in part.

4. The announcement of the public hearing to the ~~county~~ affected agencies and employee organizations shall include the proposed compensation plan, an explanation of the adjustments proposed and a summary of the findings of the survey upon which the proposed adjustment is based.

5. The public hearing shall provide opportunity for all interested individuals and groups to present evidence, testimony, and views of the proposed compensation plan. Following the public hearing and after consideration of all the evidence, the Commissioner shall make his decision. An amended compensation plan shall not be effective until the next succeeding January 1, or for those agencies on a bi-weekly or four-week payroll period on the beginning date of the first payroll period following the next succeeding January 1.

6. The ~~County Welfare Board~~ appointing authority may implement an adjusted compensation plan by adjusting the salaries of the employees to the same ~~alphabetically~~ numerically designated salary rate on the adjusted plan that such employees were paid under the former plan.

7. In every even-numbered year, the Supervisor shall

conduct a review of the changes in the consumers price index for urban wage earners and clerical workers for Minneapolis-St. Paul, as published by the Bureau of Labor Statistics, new series index (1967 = 100). The Supervisor shall recommend that all rates of pay in the Professional, Support, Clerical and Maintenance and Trades salary schedules be adjusted by an amount equal to 80 percent of the increase between the consumer price index for June of the current year and the consumer price index for June of the preceding year. This amount shall be rounded to the nearest tenth of a percent and may not exceed 8%. The new recommended monthly salary rates shall be rounded to the nearest whole dollar. The same percentage increase recommended by the Supervisor for all rates of pay shall be recommended as a general salary adjustment for all incumbents of positions in the Professional, Support, Clerical and Maintenance and Trades salary schedules. An amended compensation plan resulting from these recommendations shall not be effective until the next succeeding January 1, or for those agencies on a bi-weekly or four-week payroll period on the beginning date of the first payroll period following the next succeeding January 1.

E. Negotiation of salary schedule.

1. In those agencies where employees have elected an exclusive representative the appointing authority and the exclusive representative may negotiate their own salary schedules for employees in the bargaining unit by class, with the salary for each consistent with the functions outlined in the class specifications. Initial, intervening, and maximum rates of pay for each shall be established to provide for steps in salary advancement without change of duty, in the recognition of meritorious service. When a new classification not previously used in the agency is established in the middle of the contract period and such class falls within the bargaining unit and no provision exists in the contract for establishing such salaries, ~~the Supervisor shall establish the salary level for the class until such time as the contract is again negotiated. In so doing the Supervisor shall consider the salaries for the other classes in the agency as negotiated and the minimum qualifications for the new class.~~ the appointing authority and the exclusive representative shall negotiate a salary schedule for the new classification within sixty days of the date of establishment of the classification.

2. A complete copy of the adopted salary schedule must be filed with the Supervisor within ten days after the signing of the contract or agreement. If the contract or agreement calls for succeeding increases in the salary schedule which change the original minimum and maximum salaries or intervening steps a new adjusted salary schedule must be filed with the Supervisor within ten days after the effective date of any such succeeding adjustment.

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PROPOSED RULES

12 MCAR § 2.578 Financial Assistance Supervisor I.

A. Kind of work. Under general supervision, supervises a small number of income maintenance personnel working in one or more of the financial assistance programs; ~~employees working in the public assistance program~~; interprets policies, rules, and regulations; coordinates activities of the financial unit with the social-service unit; and performs related work as assigned.

B. Examples of work (Illustrative only). Supervises and assigns work to staff. Holds individual and group conferences with subordinates and interprets policies, rules, and regulations. Reviews case records of subordinates to see that agency policies and regulations are adhered to and proper procedures are being followed. Assists in selecting adequate personnel for the unit. Trains new employees. Evaluates staff performance and recommends appropriate action. ~~When necessary, acts as intermediary between client and case aide and hears informal appeals.~~ Interviews clients when special problems arise, listens to grievances, and recommends appropriate action. ~~Makes work load assignment.~~ Maintains necessary contacts with other agencies and vendors. ~~Coordinates and reviews inter-agency referrals.~~ Assists in facilitating referrals to social services. Attends appeal hearings. May present material to welfare board. Makes special studies and surveys as occasion demands. Attends appropriate meetings and training sessions. Coordinates food stamp, or food distribution, program. ~~Follows up on unusual medical bills.~~ Directs activities of clerical staff assigned to the division. Assists in selecting adequate personnel for the unit.

C. Knowledges and abilities required. ~~Thorough k~~Knowledge of financial-aid programs, operations, policies, and procedures. ~~Thorough k~~Knowledge of the federal program for public assistance as expressed in the Social Security Act. ~~Considerable k~~Knowledge of community resources. Knowledge of the social service program and economic problems. Knowledge of functions of other welfare social service and financial agencies. Knowledge of federal and state the laws on which the state program is based relevant to public assistance programs, and a broad understanding of the objectives and functions of the state welfare program. ~~Knowledge of family economies.~~ Ability to supervise and direct the work of others. Ability to evaluate performance and stimulate growth. Ability to organize efficiently and to care for details in an orderly fashion and effectively. Ability to establish and maintain good relationships with staff, clients, and community in general. Ability to understand and effectively carry out complex oral and written directions.

D. Minimum qualifications of education and experience. Two years of successful experience as a Senior Case Aide in a public welfare agency. Four years of experience as either a Financial Worker I or II, or the equivalent.

OR

Three years of experience as either a Financial Worker I or II, or the equivalent, and completion of two years of study at an accredited two- or four-year college, with emphasis in the

behavioral sciences, business, or closely related subjects (at least 23 quarter credits or 16 semester credits).

OR

Thirty months of experience as either a Financial Worker I or II, or the equivalent, and completion of a bachelor's degree from an accredited four-year college or similar institution with a major in the behavioral sciences, business or closely related subjects.

12 MCAR § 2.579 Financial Assistance Supervisor II.

A. Kind of work. Under general supervision, is responsible for supervising a large number of employees working in the public assistance program in a large area working in one or more of the financial assistance programs; has direct involvement in policy development; interprets policies, rules, and regulations; coordinates activities of the financial unit with the social-service unit; and performs related work as assigned.

B. Examples of work (Illustrative only). Supervises and assigns work to staff. Analyzes, evaluates, and suggests modification in procedures involved in the management of the public assistance division. Holds individual and group conferences with subordinates and interprets policies, rules, and regulations. Reviews case records of subordinates to see that agency policies and regulations are adhered to and proper procedures are being followed. Assists in selecting adequate personnel for the unit. Trains new employees. Evaluates staff performance and recommends appropriate action. ~~When necessary, acts as intermediary between client and case aide and hears formal appeals.~~ Interviews clients when special problems arise, listens to grievances, and recommends appropriate action. ~~Makes work load assignment.~~ Maintains necessary contacts with other agencies and vendors. ~~Coordinates and reviews inter-agency referrals.~~ Assists in facilitating referrals to social services. Attends appeal hearings. May present material to welfare board. Makes special studies and surveys as occasion demands. Attends appropriate meetings and training sessions. Coordinates food stamp, or food distribution, program. ~~Follows up on unusual medical bills.~~ Directs activities of clerical staff assigned to the division. Assists in selecting adequate personnel for the unit.

C. Knowledges and abilities required. ~~Extensive k~~Knowledge of financial-aid programs, operations, policies, and procedures. ~~Extensive k~~Knowledge of the federal program for public assistance as expressed in the Social Security Act. ~~Considerable k~~Knowledge of community resources. ~~Considerable k~~Knowledge of the federal and state laws on which the state program is based relevant to public assistance programs, and a broad understanding of the objectives and functions of the state welfare program. Knowledge of the social service program and economic problems. Knowledge of functions of other welfare social service and financial agencies. ~~Knowledge of family economies.~~ Ability to supervise and direct the work of others. Ability to evaluate performance and stimulate growth. Ability to organize efficiently and to care

PROPOSED RULES

~~for details in an orderly fashion~~ and effectively. Ability to establish and maintain good relationships with staff, clients, and community in general. Ability to understand and effectively carry out complex oral and written directions.

D. Minimum qualifications of education and experience. ~~One Two~~ years of ~~successful~~ experience as a Financial Assistance Supervisor I.

OR

Two years of experience as a Financial Assistance Specialist.

12 MCAR § 2.619 Housing Coordinator.

A. Kind of work. Under general supervision, administers a housing rehabilitation program, determines eligibility of clients for program, advises agency director and board on program policies and standards, and performs related work as assigned.

B. Examples of work (Illustrative only). Performs initial on-site inspection of homes in order to determine what repairs and/or improvements are needed and advises clients on financial arrangements. Assists clients in completing applications for the housing rehabilitation program. Interviews clients to obtain necessary factual information, and verifies information received from clients. Determines financial eligibility of client for the housing rehabilitation program. Presents the client's application to the board for approval and submits application and necessary verification to the appropriate funding authority for approval. Obtains bids and selects contractors. Carries out "in-progress" work inspections to check quality of contractor's work. Prepares and makes presentations to the Board and community groups explaining the housing rehabilitation program.

C. Knowledges and abilities required. Knowledge of state building code requirements. Knowledge of financing regulations and procedures. Knowledge of basic mathematics. Knowledge of available community resources. Ability to establish and maintain good working relationships with agency staff members, clients, and building contractors. Ability to organize and coordinate job activities. Ability to maintain accurate and systematic records. Ability to communicate orally and in writing.

D. Minimum qualifications of education and experience. High school diploma, or the equivalent, and two years of experience in one of the following fields: real estate appraisal, building inspectors, or closely related occupation involving appraisal of dwellings and/or estimating of cost of building construction and repairs.

12 MCAR § 2.655 Nutrition Project Director.

A. Kind of work. Under the direction of an administrative board and the State Department of Public Welfare adminis-

ters a nutrition program in a regional area as designated by the state's regional boundaries; supervises professional, support, and clerical staff; participates with the community and social service agencies in developing nutrition programs and supportive services for the elderly; is responsible for providing reports as required; and performs related work as required.

B. Examples of work (Illustrative only). Plans and develops nutrition programs for the most effective service to meet the needs of the elderly. Directs the preparation of and presents the annual budget for approval by board. Interprets federal, state, and county policies and procedures to staff, board and community. Furnishes the board with total information on nutrition program activities for the region and their respective counties. Presents material on the nutrition program to the board. Analyzes and evaluates nutrition program policies through conferences, staff meetings, and consultation. Evaluates staff needs, and recommends personnel changes to board. Recruits personnel and administers tests in accordance with affirmative action procedures and Minnesota Merit System rules. Supervises the preparation of statistical, financial, and activity reports. Meets with professional groups, and caterers for discussion of contracts for price of meals. Conducts a public information program. Meets and confers with local advisory committees, elderly participants, and community groups. Assumes responsibility for office management and directs the purchasing of all supplies and equipment.

C. Knowledges and abilities required. Knowledge of laws and regulations relating to the nutrition program. Knowledge of methods, procedures and principles of nutrition program administration. Knowledge of the functions and organization of the state, federal, and local agencies involved with the nutrition program. Knowledge of fiscal management and office procedures. Ability to supervise staff in a manner that will stimulate growth and development. Ability to plan and organize work effectively. Ability to establish and maintain good working relationships with staff, citizens, and community officials. Ability to formulate new methods and techniques to meet the changing demands of the nutrition program. Ability to be able to maintain good working relationship with county welfare and/or human service boards.

D. Minimum qualifications of education and experience. Graduation from any accredited four-year college with a major in business administration, or related fields, and two years of experience assisting in the administration of a nutrition program.

On a promotional basis two years of full-time paid experience administering a nutrition program may be substituted for each year of college.

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PROPOSED RULES

12 MCAR § 2.656 Nutrition Project Assistant Director.

A. Kind of work. Under the direction of a Nutrition Project Director, assists in planning fiscal budget and accounting procedures for the year; assists in supervising and coordinating staff, site, and program activities; and performs related work as required.

B. Examples of work (Illustrative only). Assists director in hiring and training of staff. Assists in the supervision of part-time site managers. Assists in the supervision of office staff and assigns work load. Assists director in evaluating performance of employees. Assists in preparation of budget and program planning for yearly operation. Prepares complete budget reports and statistical reports as required. Assists with contract negotiations at catered sites. Maintains and is responsible for all bookkeeping records and accounts for fiscal year end audit. Assists in year end audit. Maintains all pertinent ledgers and accounts for the program. Prepares financial and statistical reports for the board and the state. Processes all bills related to program expenses for presentation at monthly board meetings. Represents Nutrition Project Director at nutrition sites, community meetings, advisory councils and other agency meetings.

C. Knowledges and abilities required. Knowledge of federal, state, and local policies concerning the nutrition program, and a broad understanding of the objectives and functions of the nutrition program. Knowledge of community resources and agencies that provide service to the elderly. Knowledge of principles and practices of accounting and record keeping practices. Ability to coordinate planning activities of nutrition program's objectives and goals. Ability to maintain good working relationships with board, other staff members, and other community agencies. Ability to communicate effectively to maintain effective professional and public relations. Ability to supervise and evaluate program employees. Ability to appraise and review reports from state. Ability to work with and communicate with the elderly.

D. Minimum qualifications of education and experience. High school diploma, or the equivalent, and two years of experience supervising clerical operations, maintaining financial records, or performing related duties.

OR

Two years of study at an accredited two- or four-year college or similar institution, with emphasis in business administration or related fields.

12 MCAR § 2.693 Family Service/~~HOMEMAKER~~ Home-Health-Aide.

A. Kind of work. Under supervision, instructs families in their homes in household skills and management; performs

personal health care services in the home; works closely with the social worker or public health nurses in determining and evaluating the plan for care of clients, patients and their families; and performs related work as assigned. This work is performed under the supervision of a public health nurse or home-health-aide coordinator and/or a social worker, a social service supervisor, or a ~~homemaker~~ family service coordinator. Work requiring nursing judgment must be under the supervision of a nurse.

B. Examples of work (Illustrative only). Plans menus, purchases food, and prepares and serves meals including special diets as required. Assists in budgeting and expense planning. Provides personal care to children and/or disabled household members including bathing, dressing, feeding, personal hygiene, medication, and therapy as prescribed by the health staff. Teaches and instructs clients/patients in homemaking, child care, and personal care skills. Performs light house-keeping services including cleaning, washing, ironing, and mending of clothes and linens. Transports and escorts children and adults to schools, clinics, libraries, doctors' offices, and recreational facilities. Reports any changes in patient's or family's condition and reports on patient/family activities.

C. Knowledges and abilities required. Knowledge of the principles of home management. Knowledge of elements of nutrition and meal planning. Knowledge of personal health care practices and principles. Knowledge of first-aid and home safety. Knowledge of child-care methods. Knowledge of the process of aging and behavior of the aged. Knowledge of emotional problems accompanying illness. Knowledge of budgeting. Ability to adapt to a variety of home and personal situations. Ability to maintain an interest in and project a sympathetic and cheerful attitude in caring for the sick at home. Ability to follow written and oral instructions. Ability to accept and profit by supervision. Ability to retain confidentiality of home conditions and situations. Ability to exercise tact and good judgment in working with children and adults.

D. Minimum qualifications of education and experience.

1. Five years of successful nurses' aide, child-care, or homemaking experience.

Note: The following may be required by county welfare and human services agencies:

2. Satisfactory physical condition as evidenced by a physical examination immediately prior to employment;

3. Completion of a training program for Home-Health-Aides prior to appointment to this class as set forth by the Social Security Act;

4. Possession of a valid Minnesota driver's license.

PROPOSED RULES

12 MCAR § 2.840 Compensation Plan — 1979

A. Professional

1. Plan A*

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-------------------------------|------|------|------|------|------|------|------|------|------|------|
| Accountant I | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | |
| Accountant II | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | |
| Adm. Asst. I | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 |
| Adm. Asst. II | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| Adm. Asst. III | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | |
| Adm. Services Director | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | |
| Adult Day Care Ctr. Supvr. | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 |
| Asst. Human Services Dir. | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | |
| Asst. Welfare Director | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | 2759 | 2884 | 3015 | |
| Assoc. M.-&-P. Analyst | 994 | 1041 | 1088 | 1138 | | | | | | |
| Auditor | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 |
| Center Coordinator | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 |
| Chemical Dependency Coord. | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 |
| Collection Services Supvr. II | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 |
| Community Health Serv. Supvr. | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 |
| Community-Rela. Spec. | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | |
| Computer Programmer | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | | | |
| Day-Care Center Supvr. | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | |
| Dev. Achievement Center Dir. | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 |
| Dev. Achievement Ctr. Teacher | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 |
| Dev. Disabilities Coord. | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 |
| Dietitian | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | |
| Dir. of Assessment Systems | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 |

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PROPOSED RULES

| | | | | | | | | | | |
|-------------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------|------|
| Dir. of Business Mgmt. I | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | | |
| Dir. of Business Mgmt. II | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | |
| Dir. of Finan. Assist. | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | |
| Dir. of Planning | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | |
| Dir. of Pub. Hlth. Nurs. I | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | |
| Dir. of Soc. Serv. | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | |
| Dir. of Support Services | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | |
| Education Supervisor | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | |
| Emp. Guid. Couns. I | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | |
| Emp. Guid. Couns. II | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | |
| Emp. Guid. Couns. III | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | |
| <u>Family Serv. Coord. II</u> | <u>1088</u> | <u>1138</u> | <u>1190</u> | <u>1241</u> | <u>1298</u> | <u>1359</u> | <u>1423</u> | <u>1486</u> | | |
| Finan. Assist. Supvr. III | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 |
| Finan. Assist. Supvr. IV | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| Home Care Coordinator | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | | |
| Homemaker Coordinator II | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | | |
| Homemaker Supervisor | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | |
| Human Services Dir. I | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 | 2268 |
| Human Services Dir. II | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | |
| Human Services Dir. III | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | 2759 | |
| Human Services Supvr. I | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 |
| Marriage Counselor | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | |
| Med.-Care Advisor | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | |
| Med.-Serv. Adm. | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | | |
| Mental Health Worker | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | |
| Meth.-&-Proc. Analyst | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | |
| Meth.-&-Proc. Supvr. | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | |

PROPOSED RULES

| | | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Nursing Care Advisor | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | |
| <u>Nutrition Project Asst. Dir.</u> | <u>951</u> | <u>994</u> | <u>1041</u> | <u>1088</u> | <u>1138</u> | <u>1190</u> | <u>1241</u> | <u>1298</u> | <u>1359</u> | |
| <u>Nutrition Project Director</u> | <u>1268</u> | <u>1326</u> | <u>1390</u> | <u>1454</u> | <u>1518</u> | <u>1588</u> | <u>1657</u> | <u>1734</u> | <u>1814</u> | <u>1896</u> |
| Occupa. Supvr.-Inst. I | 910 | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 |
| Occupa. Supvr.-Inst. II | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 |
| Office Manager | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | |
| Personnel Officer | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 |
| Personnel Director | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 |
| Physical Therapist | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | | |
| Planner (Human Services) | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | |
| Policy/Program Analyst | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 |
| Programmer Analyst | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | | |
| Psychologist I | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | |
| Psychologist II | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | |
| Psychologist III | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 | | |
| Psychologist IV | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 | 2268 | 2373 | | |
| Public Health Educator I | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | | |
| Public Health Educator II | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | | |
| Public Health Nurse | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | | | |
| Pub. Hlth. Nur. (Team Leader) | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | | | |
| Registered Nurse (A.A. Deg., 3 yr. Dip. or B.S. Deg.) | 951 | 994 | 1041 | 1088 | 1138 | 1190 | | | | |
| Sanitarian I | 994 | 1041 | 1088 | 1138 | | | | | | |
| Sanitarian II | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | | |
| Senior Public Health Nurse | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | | | |
| Social Worker I | 951 | 994 | 1041 | 1088 | | | | | | |
| Social Worker II | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 |
| Social Worker III | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. ~~Strike outs~~ indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. ~~Strike outs~~ indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | | |
|------------------------------|---|------|------|------|------|------|------|------|------|------|
| Social Worker Trainee | 869 | | | | | | | | | |
| Soc.-Serv. Supvr. I | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 |
| Soc.-Serv. Supvr. II | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| Soc.-Serv. Supvr. III | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | |
| Soc.-Serv. Supvr. Trainee | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | | | | |
| Staff-Trng. Supvr. I | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | |
| Staff-Trng. Supvr. II | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | |
| Student Soc. Worker (Intern) | Rate proposed by appointing authority. | | | | | | | | | |
| Student Soc. Worker (SWEP) | Rate proposed by appointing authority. | | | | | | | | | |
| Systems Prog.-Analyst | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | | | |
| Trainee | Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare. | | | | | | | | | |
| Vol.-Serv. Coord. I | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | |
| Vol.-Serv. Coord. II | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | |
| Welfare Director I | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| Welfare Director II | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 | 2268 |
| Welfare Director III | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | |
| Welfare Director IV | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | 2759 | |
| Welfare Director V | 2644 | 2759 | 2884 | 3015 | 3150 | 3292 | 3447 | 3594 | 3750 | |
| Work-Exp. & Trng. Spec. | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

PROPOSED RULES

A. Professional

2. Plan B*

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-------------------------------|------|------|------|------|------|------|------|------|------|------|
| Accountant I | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | |
| Accountant II | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | |
| Adm. Asst. I | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 |
| Adm. Asst. II | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 |
| Adm. Asst. III | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | |
| Adm. Services Director | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | |
| Adult Day Care Ctr. Supvr. | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 |
| Asst. Human Services Dir. | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | |
| Asst. Welfare Director | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | 2759 | 2884 | 3015 | |
| Assoc. M.-&-P. Analyst | 1041 | 1088 | 1138 | 1190 | | | | | | |
| Auditor | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 |
| Center Coordinator | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 |
| Chemical Dependency Coord. | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 |
| Collection Services Supvr. II | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 |
| Community Health Serv. Supvr. | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 |
| Community-Rela. Spec. | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | |
| Computer Programmer | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | | | |
| Day-Care Center Supvr. | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | |
| Dev. Achievement Center Dir. | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 |
| Dev. Achievement Ctr. Teacher | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 |
| Dev. Disabilities Coord. | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 |
| Dietitian | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | |
| Dir. of Assessment Systems | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| Dir. of Business Mgmt. I | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | | |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | | |
|-------------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------|------|
| Dir. of Business Mgmt. II | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | |
| Dir. of Finan. Asst. | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | |
| Dir. of Planning | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | |
| Dir. of Pub. Hlth. Nurs. I | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | |
| Dir. of Soc. Serv. | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | |
| Dir. of Support Services | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | |
| Education Supervisor | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | |
| Emp. Guid. Couns. I | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | |
| Emp. Guid. Couns. II | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | |
| Emp. Guid. Couns. III | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | |
| <u>Family Serv. Coord. II</u> | <u>1138</u> | <u>1190</u> | <u>1241</u> | <u>1298</u> | <u>1359</u> | <u>1423</u> | <u>1486</u> | <u>1553</u> | | |
| Finan. Assist. Supvr. III | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 |
| Finan. Assist. Supvr. IV | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 |
| Home Care Coordinator | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | | |
| Homemaker Coordinator II | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | | |
| Homemaker Supervisor | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | |
| Human Services Dir. I | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 | 2268 |
| Human Services Dir. II | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | |
| Human Services Dir. III | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | 2759 | |
| Human Services Supvr. I | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 |
| Marriage Counselor | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | |
| Med.-Care Advisor | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | |
| Med.-Serv. Adm. | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | | |
| Mental Health Worker | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | |
| Meth.-&-Proc. Analyst | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | |
| Meth.-&-Proc. Supvr. | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | |
| Nursing Care Advisor | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | |
| <u>Nutrition Project Asst. Dir.</u> | <u>994</u> | <u>1041</u> | <u>1088</u> | <u>1138</u> | <u>1190</u> | <u>1241</u> | <u>1298</u> | <u>1359</u> | <u>1423</u> | |

PROPOSED RULES

| | | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <u>Nutrition Project Director</u> | <u>1326</u> | <u>1390</u> | <u>1454</u> | <u>1518</u> | <u>1588</u> | <u>1657</u> | <u>1734</u> | <u>1814</u> | <u>1896</u> | <u>1983</u> |
| Occupa. Supvr.-Inst. I | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 |
| Occupa. Supvr.-Inst. II | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 |
| Office Manager | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | |
| Personnel Officer | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 |
| Personnel Director | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| Physical Therapist | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | | |
| Planner (Human Services) | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | |
| Policy/Program Analyst | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| Programmer Analyst | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | | |
| Psychologist I | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | |
| Psychologist II | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | |
| Psychologist III | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 | 2268 | | |
| Psychologist IV | 1814 | 1896 | 1983 | 2071 | 2169 | 2268 | 2373 | 2477 | | |
| Public Health Educator I | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | | |
| Public Health Educator II | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | | |
| Public Health Nurse | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | | | |
| Pub. Hlth. Nur. (Team Leader) | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | | | |
| Registered Nurse (A.A. Deg., 3 yr. Dip. or B.S. Deg.) | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | | | | |
| Sanitarian I | 1041 | 1088 | 1138 | 1190 | | | | | | |
| Sanitarian II | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | | |
| Senior Public Health Nurse | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | | | |
| Social Worker I | 994 | 1041 | 1088 | 1138 | | | | | | |
| Social Worker II | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 |
| Social Worker III | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 |
| Social Worker Trainee | 869 | | | | | | | | | |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | | |
|------------------------------|---|------|------|------|------|------|------|------|------|------|
| Soc.-Serv. Supvr. I | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1834 | 1814 | 1896 | 1983 |
| Soc.-Serv. Supvr. II | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 |
| Soc.-Serv. Supvr. III | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | |
| Soc.-Serv. Supvr. Trainee | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | | | | |
| Staff-Trng. Supvr. I | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | |
| Staff-Trng. Supvr. II | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | |
| Student Soc. Worker (Intern) | Rate proposed by appointing authority. | | | | | | | | | |
| Student Soc. Worker (SWEP) | Rate proposed by appointing authority. | | | | | | | | | |
| Systems Prog.-Analyst | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | | | |
| Trainee | Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare. | | | | | | | | | |
| Vol.-Serv. Coord. I | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | |
| Vol.-Serv. Coord. II | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | |
| Welfare Director I | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| Welfare Director II | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 | 2268 |
| Welfare Director III | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | |
| Welfare Director IV | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | 2759 | |
| Welfare Director V | 2644 | 2759 | 2884 | 3015 | 3150 | 3292 | 3447 | 3594 | 3750 | |
| Work-Exp. & Trng. Spec. | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

A. Professional

3. Plan C*

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------------|------|------|------|------|------|------|------|------|------|----|
| Accountant I | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | |
| Accountant II | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | |

PROPOSED RULES

| | | | | | | | | | | |
|-------------------------------|------|------|------|------|------|------|------|------|------|------|
| Adm. Asst. I | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| Adm. Asst. II | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 | 2268 |
| Adm. Asst. III | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | |
| Adm. Services Director | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2425 | 2533 | 2644 | |
| Adult Day Care Ctr. Supvr. | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 |
| Asst. Human Services Dir. | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | |
| Asst. Welfare Director | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | 2759 | 2884 | 3015 | |
| Assoc. M.-&P. Analyst | 1088 | 1138 | 1190 | 1241 | | | | | | |
| Auditor | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 |
| Center Coordinator | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 |
| Chemical Dependency Coord. | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 |
| Collection Services Supvr. II | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 |
| Community Health Serv. Supvr. | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| Community-Rela. Spec. | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | |
| Computer Programmer | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | | | |
| Day-Care Center Supvr. | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | |
| Dev. Achievement Center Dir. | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 |
| Dev. Achievement Ctr. Teacher | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 |
| Dev. Disabilities Coord. | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 |
| Dietitian | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | |
| Dir. of Assessment Systems | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 |
| Dir. of Business Mgmt. I | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | | |
| Dir. of Business Mgmt. II | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | |
| Dir. of Finan. Asst. | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | |
| Dir. of Planning | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | |
| Dir. of Pub.-Hlth. Nurs. I | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | |
| Dir. of Soc. Serv. | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | | |
|-------------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------|-------------|
| Dir. of Support Services | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | |
| Education Supervisor | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | |
| Emp. Guid. Couns. I | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | |
| Emp. Guid. Couns. II | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | |
| Emp. Guid. Couns. III | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | |
| <u>Family Serv. Coord. II</u> | <u>1190</u> | <u>1241</u> | <u>1298</u> | <u>1359</u> | <u>1423</u> | <u>1486</u> | <u>1553</u> | <u>1623</u> | | |
| Finan. Assist. Supvr. III | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| Finan. Assist. Supvr. IV | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 | 2268 |
| Home Care Coordinator | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | | |
| Homemaker Coordinator-II | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | | |
| Homemaker Supervisor | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | |
| Human Services Dir. I | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 | 2268 |
| Human Services Dir. II | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | |
| Human Services Dir. III | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | 2759 | |
| Human Services Supvr. I | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| Marriage Counselor | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | |
| Med.-Care Advisor | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | |
| Med.-Serv. Adm. | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | | |
| Mental Health Worker | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | |
| Meth.-&-Proc. Analyst | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | |
| Meth.-&-Proc. Supvr. | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | |
| Nursing Care Advisor | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | |
| <u>Nutrition Project Asst. Dir.</u> | <u>1041</u> | <u>1088</u> | <u>1138</u> | <u>1190</u> | <u>1241</u> | <u>1298</u> | <u>1359</u> | <u>1423</u> | <u>1486</u> | |
| <u>Nutrition Project Director</u> | <u>1390</u> | <u>1454</u> | <u>1518</u> | <u>1588</u> | <u>1657</u> | <u>1734</u> | <u>1814</u> | <u>1896</u> | <u>1983</u> | <u>2071</u> |
| Occupa. Supvr.-Inst. I | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 |
| Occupa. Supvr.-Inst. II | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 |
| Office Manager | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | |

PROPOSED RULES

| | | | | | | | | | | |
|--|------|------|------|------|------|------|------|------|------|------|
| Personnel Officer | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 |
| Personnel Director | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 |
| Physical Therapist | 1064 | 1111 | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | | |
| Planner (Human Services) | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | |
| Policy/Program Analyst | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 |
| Programmer Analyst | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | | |
| Psychologist I | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | |
| Psychologist II | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | |
| Psychologist III | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 | 2268 | 2373 | | |
| Psychologist IV | 1896 | 1983 | 2071 | 2169 | 2268 | 2373 | 2477 | 2587 | | |
| Public Health Educator I | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | | |
| Public Health Educator II | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | | |
| Public Health Nurse | 1111 | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | | | |
| Pub. Hlth. Nur. (Team Leader) | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | | | |
| Registered Nurse (A.A. Deg., 3 yr. Dip. or B.S. Deg.) | 1064 | 1111 | 1163 | 1215 | 1268 | 1326 | | | | |
| Sanitarian I | 1088 | 1138 | 1190 | 1241 | | | | | | |
| Sanitarian II | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | | |
| Senior Public Health Nurse | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | | | |
| Social Worker I | 1041 | 1088 | 1138 | 1190 | | | | | | |
| Social Worker II | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 |
| Social Worker III | 1241 | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 |
| Social Worker Trainee | 869 | | | | | | | | | |
| Soc.-Serv. Supvr. I | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 |
| Soc.-Serv. Supvr. II | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 | 2268 |
| Soc.-Serv. Supvr. III | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | |
| Soc.-Serv. Supvr. Trainee | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | | | | |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. ~~Strike outs~~ indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. ~~Strike outs~~ indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | | |
|------------------------------|---|------|------|------|------|------|------|------|-----------|
| Staff-Trng. Supvr. I | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 |
| Staff-Trng. Supvr. II | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 |
| Student Soc. Worker (Intern) | Rate proposed by appointing authority. | | | | | | | | |
| Student Soc. Worker (SWEP) | Rate proposed by appointing authority. | | | | | | | | |
| Systems Prog.-Analyst | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 | 1940 | | |
| Trainee | Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare. | | | | | | | | |
| Vol.-Serv. Coord. I | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 | 1423 | 1486 |
| Vol.-Serv. Coord. II | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 |
| Welfare Director I | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 2071 |
| Welfare Director II | 1518 | 1588 | 1657 | 1734 | 1814 | 1896 | 1983 | 2071 | 2169 2268 |
| Welfare Director III | 1773 | 1855 | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 |
| Welfare Director IV | 1940 | 2028 | 2120 | 2220 | 2321 | 2426 | 2533 | 2644 | 2759 |
| Welfare Director V | 2644 | 2759 | 2884 | 3015 | 3150 | 3292 | 3447 | 3594 | 3750 |
| Work-Exp. & Trng. Spec. | 1298 | 1359 | 1423 | 1486 | 1553 | 1623 | 1696 | 1773 | 1855 |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

B. Support Personnel

1. Plan A*

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|----------------------------------|------|------|------|------|------|------|------|------|------|
| Account Clerk | 696 | 728 | 762 | 797 | 833 | 869 | 910 | 951 | |
| Accounting Officer I | 869 | 910 | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 |
| Accounting Officer II | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 |
| Accounting Officer III | 1064 | 1111 | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 |
| Adult Day Care Ctr. Prog. Coord. | 710 | 744 | 779 | 815 | 851 | 889 | 930 | 971 | 1017 |

PROPOSED RULES

| | | | | | | | | | |
|--|---|----------------|----------------|----------------|----------------|----------------|-----------------|----------------|------|
| Asst. Residential Facility Opr.(s) | 570 | 593 | 622 | 651 | 680 | 710 | 744 | 779 | |
| Case Aide | 696 | 728 | 762 | 797 | 833 | 869 | | | |
| Chemical Dependency Counselor | 910 | 951 | 994 | 1041 | 1088 | 1138 | 1190 | | |
| Child Support Officer I | 869 | 910 | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 |
| Child Support Officer II | 971 | 1017 | 1064 | 1111 | 1163 | 1215 | 1268 | 1326 | |
| Collection Services Supvr. I | 1111 | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | |
| Community-Service Aide | 437 | 455 | 478 | 501 | 524 | 547 | 570 | | |
| Coordinator of Aging | 710 | 744 | 779 | 815 | 851 | 889 | 930 | 971 | 1017 |
| Dev. Achievement Center Inst. | 570 | 593 | 622 | 651 | 680 | 710 | | | |
| <u>Family Service Aide I</u> | <u>547</u> | <u>570</u> | <u>593</u> | <u>622</u> | <u>651</u> | <u>680</u> | <u>710</u> | | |
| <u>Family Service Aide II</u> | <u>593</u> | <u>622</u> | <u>651</u> | <u>680</u> | <u>710</u> | <u>744</u> | <u>779</u> | <u>815</u> | |
| <u>Family Service Coordinator I</u> | <u>779</u> | <u>815</u> | <u>851</u> | <u>889</u> | <u>930</u> | <u>971</u> | <u>1017</u> | | |
| <u>Family Service/Home Health Aide</u> | <u>547</u> | <u>570</u> | <u>593</u> | <u>622</u> | <u>651</u> | <u>680</u> | <u>710</u> | | |
| Finan.-Assistance Spec. | 889 | 930 | 971 | 1017 | 1064 | 1111 | 1163 | 1215 | |
| Finan.-Assistance Supvr. I | 971 | 1017 | 1064 | 1111 | 1163 | 1215 | 1268 | 1326 | 1390 |
| Finan.-Assistance Supvr. II | 1111 | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | |
| Financial Worker I | 696 | 728 | 762 | 797 | 833 | 869 | | | |
| Financial Worker II | 779 | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 |
| Home Health Aide | 547 | <u>570</u> | 593 | 622 | 651 | 680 | 710 | | |
| Home Health Aide Coordinator | 779 | 815 | 851 | 889 | 930 | 971 | 1017 | | |
| Homemaker I | 547 | 570 | 593 | 622 | 651 | 680 | 710 | | |
| Homemaker II | 593 | 622 | 651 | 680 | 710 | 744 | 779 | 815 | |
| Homemaker Coordinator I | 779 | 815 | 851 | 889 | 930 | 971 | 1017 | | |
| Homemaker/Home-Health-Aide | 547 | 570 | 593 | 622 | 651 | 680 | 710 | | |
| Housekeeper | Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare. | | | | | | | | |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. ~~Strike outs~~ indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. ~~Strike outs~~ indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| <u>Housing Coordinator</u> | <u>889</u> | <u>930</u> | <u>971</u> | <u>1017</u> | <u>1064</u> | <u>1111</u> | <u>1163</u> | <u>1215</u> | <u>1268</u> |
|----------------------------------|------------|------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Licensed Practical Nurse | 710 | 744 | 779 | 815 | 851 | 889 | | | |
| Public Health Aide | 437 | 455 | 478 | 501 | 524 | 547 | 570 | | |
| Residential Facility Operator(s) | 593 | 622 | 651 | 680 | 710 | 744 | 779 | 815 | |
| Senior Case Aide | 779 | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 |
| Senior Citizen's Aide | 437 | 455 | 478 | 501 | 524 | 547 | 570 | | |
| Transportation Coordinator | 728 | 762 | 797 | 833 | 869 | 910 | 951 | 994 | |
| Welfare Fraud Investigator | 1111 | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | | |
| Welfare Fraud Unit Supvr. | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | | |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

B. Support Personnel

2. Plan B*

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------------------------------------|------|------|------|------|------|------|------|------|------|
| Account Clerk | 728 | 762 | 797 | 833 | 869 | 910 | 951 | 994 | |
| Accounting Officer I | 869 | 910 | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 |
| Accounting Officer II | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 |
| Accounting Officer III | 1064 | 1111 | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 |
| Adult Day Care Ctr. Prog. Coord. | 744 | 779 | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 |
| Asst. Residential Facility Opr.(s) | 593 | 622 | 651 | 680 | 710 | 744 | 779 | 815 | |
| Case Aide | 728 | 762 | 797 | 833 | 869 | 910 | | | |
| Chemical Dependency Counselor | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | | |
| Child Support Officer I | 910 | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 |
| Child Support Officer II | 1017 | 1064 | 1111 | 1163 | 1215 | 1268 | 1326 | 1390 | |
| Collection Services Supvr. I | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | |

PROPOSED RULES

| | | | | | | | | | |
|--|---|----------------|----------------|----------------|----------------|-----------------|-----------------|----------------|-------------|
| Community-Service Aide | 455 | 478 | 501 | 524 | 547 | 570 | 593 | | |
| Coordinator of Aging | 744 | 779 | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 |
| Dev. Achievement Center Inst. | 593 | 622 | 651 | 680 | 710 | 744 | | | |
| <u>Family Service Aide I</u> | <u>570</u> | <u>593</u> | <u>622</u> | <u>651</u> | <u>680</u> | <u>710</u> | <u>744</u> | | |
| <u>Family Service Aide II</u> | <u>622</u> | <u>651</u> | <u>680</u> | <u>710</u> | <u>744</u> | <u>779</u> | <u>815</u> | <u>851</u> | |
| <u>Family Service Coordinator I</u> | <u>815</u> | <u>851</u> | <u>889</u> | <u>930</u> | <u>971</u> | <u>1017</u> | <u>1064</u> | | |
| <u>Family Service/Home Health Aide</u> | <u>570</u> | <u>593</u> | <u>622</u> | <u>651</u> | <u>680</u> | <u>710</u> | <u>744</u> | | |
| Finan.-Assistance Spec. | 930 | 971 | 1017 | 1064 | 1111 | 1163 | 1215 | 1268 | |
| Finan.-Assistance Supvr. I | 1017 | 1064 | 1111 | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 |
| Finan.-Assistance Supvr. II | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | |
| Financial Worker I | 728 | 762 | 797 | 833 | 869 | 910 | | | |
| Financial Worker II | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 | 1163 |
| Home Health Aide | 570 | 593 | 622 | 651 | 680 | 710 | 744 | | |
| Home Health Aide Coordinator | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 | | |
| Homemaker I | 570 | 593 | 622 | 651 | 680 | 710 | 744 | | |
| Homemaker II | 622 | 651 | 680 | 710 | 744 | 779 | 815 | 851 | |
| Homemaker Coordinator I | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 | | |
| Homemaker/Home Health Aide | 570 | 593 | 622 | 651 | 680 | 710 | 744 | | |
| Housekeeper | Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare. | | | | | | | | |
| <u>Housing Coordinator</u> | <u>930</u> | <u>971</u> | <u>1017</u> | <u>1064</u> | <u>1111</u> | <u>1163</u> | <u>1215</u> | <u>1268</u> | <u>1326</u> |
| Licensed Practical Nurse | 744 | 779 | 815 | 851 | 889 | 930 | | | |
| Public Health Aide | 455 | 478 | 501 | 524 | 547 | 570 | 593 | | |
| Residential Facility Opr.(s) | 622 | 651 | 680 | 710 | 744 | 779 | 815 | 851 | |
| Senior Case Aide | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 | 1163 |
| Senior Citizen's Aide | 455 | 478 | 501 | 524 | 547 | 570 | 593 | | |

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

PROPOSED RULES

| | | | | | | | | |
|-------------------------------|------|------|------|------|------|------|------|------|
| Transportation Coordinator | 762 | 797 | 833 | 869 | 910 | 951 | 994 | 1041 |
| Welfare Fraud Investigator | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | |
| Welfare Fraud Unit Supervisor | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

B. Support Personnel

3. Plan C*

| a. Class of Positions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|-------------------------------------|------------|------------|------------|------------|-------------|-------------|-------------|------------|------|
| Account Clerk | 762 | 797 | 833 | 869 | 910 | 951 | 994 | 1041 | |
| Accounting Officer I | 869 | 910 | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 |
| Accounting Officer II | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 |
| Accounting Officer III | 1064 | 1111 | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 |
| Adult Day Care Ctr. Prog. Coord. | 779 | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 |
| Asst. Residential Facility Opr.(s) | 622 | 651 | 680 | 710 | 744 | 779 | 815 | 851 | |
| Case Aide | 762 | 797 | 833 | 869 | 910 | 951 | | | |
| Chemical Dependency Counselor | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | | |
| Child Support Officer I | 951 | 994 | 1041 | 1088 | 1138 | 1190 | 1241 | 1298 | 1359 |
| Child Support Officer II | 1064 | 1111 | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | |
| Collection Services Supvr. I | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | | |
| Community-Service Aide | 478 | 501 | 524 | 547 | 570 | 593 | 622 | | |
| Coordinator of Aging | 779 | 815 | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 |
| Dev. Achievement Center Inst. | 622 | 651 | 680 | 710 | 744 | 779 | | | |
| <u>Family Service Aide I</u> | <u>593</u> | <u>622</u> | <u>651</u> | <u>680</u> | <u>710</u> | <u>744</u> | <u>779</u> | | |
| <u>Family Service Aide II</u> | <u>651</u> | <u>680</u> | <u>710</u> | <u>744</u> | <u>779</u> | <u>815</u> | <u>851</u> | <u>889</u> | |
| <u>Family Service Coordinator I</u> | <u>851</u> | <u>889</u> | <u>930</u> | <u>971</u> | <u>1017</u> | <u>1064</u> | <u>1111</u> | | |

PROPOSED RULES

| | | | | | | | | | |
|--|---|----------------|----------------|----------------|-----------------|-----------------|-----------------|----------------|-------------|
| <u>Family Service/Home Health Aide</u> | <u>593</u> | <u>622</u> | <u>651</u> | <u>680</u> | <u>710</u> | <u>744</u> | <u>779</u> | | |
| Finan.-Assistance Spec. | 971 | 1017 | 1064 | 1111 | 1163 | 1215 | 1268 | 1326 | |
| Finan.-Assistance Supvr. I | 1064 | 1111 | 1163 | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 |
| Finan.-Assistance Supvr. II | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | |
| Financial Worker I | 762 | 797 | 833 | 869 | 910 | 951 | | | |
| Financial Worker II | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 | 1163 | 1215 |
| Home Health Aide | 593 | 622 | 651 | 680 | 710 | 744 | 779 | | |
| Home Health Aide Coordinator | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 | | |
| Homemaker I | 593 | 622 | 651 | 680 | 710 | 744 | 779 | | |
| Homemaker II | 651 | 680 | 710 | 744 | 779 | 815 | 851 | 889 | |
| Homemaker Coordinator I | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 | | |
| Homemaker/Home Health Aide | 593 | 622 | 651 | 680 | 710 | 744 | 779 | | |
| Housekeeper | Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare. | | | | | | | | |
| <u>Housing Coordinator</u> | <u>971</u> | <u>1017</u> | <u>1064</u> | <u>1111</u> | <u>1163</u> | <u>1215</u> | <u>1268</u> | <u>1326</u> | <u>1390</u> |
| Licensed Practical Nurse | 779 | 815 | 851 | 889 | 930 | 971 | | | |
| Public Health Aide | 478 | 501 | 524 | 547 | 570 | 593 | 622 | | |
| Residential Facility Opr.(s) | 651 | 680 | 710 | 744 | 779 | 815 | 851 | 889 | |
| Senior Case Aide | 851 | 889 | 930 | 971 | 1017 | 1064 | 1111 | 1163 | 1215 |
| Senior Citizen's Aide | 478 | 501 | 524 | 547 | 570 | 593 | 622 | | |
| Transportation Coordinator | 797 | 833 | 869 | 910 | 951 | 994 | 1041 | 1088 | |
| Welfare Fraud Investigator | 1215 | 1268 | 1326 | 1390 | 1454 | 1518 | 1588 | | |
| Welfare Fraud Unit Supvr. | 1326 | 1390 | 1454 | 1518 | 1588 | 1657 | 1734 | | |

*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

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STATE CONTRACTS

Pursuant to the provisions of Minn. Stat. § 16.098, subd. 3, an agency must make reasonable effort to publicize the availability of any consultant services contract or professional and technical services contract which has an estimated cost of over \$2,000.

Department of Administration procedures require that notice of any consultant services contract or professional and technical services contract which has an estimated cost of over \$10,000 be printed in the *State Register*. These procedures also require that the following information be included in the notice: name of contact person, agency name and address, description of project and tasks, cost estimate, and final submission date of completed contract proposal.

Department of Agriculture Plant Industry Division

Notice of Request for Proposals for Advertising Services

The Plant Industry Division, Department of Agriculture, is seeking a consultant to provide advertising services under contract as follows:

1. To promote the quality of Minnesota Certified Seed Potatoes and thus increase the demand and sales of same through advertising promotion in various printed media, including various potato oriented publications throughout the country;

2. To develop and implement, upon review and approval of the department, an advertising campaign to accomplish objective #1.

The selected consultant will be paid up to \$18,600 for services rendered. The actual contract payment will be based upon the actual services performed. The contract will be for October 1, 1979 through June 30, 1980.

Proposal submissions will be accepted until 4:30 p.m. on October 1, 1979 by and inquiries may be made to:

Jerome Jevning, Supervisor
Seed Potato Certification
670 State Office Building
St. Paul, Minnesota 55155
(612) 296-0592

Energy Agency Conservation Division

Notice of Availability of Contract for Building Inspections and Energy Conservation Assistance

The State of Minnesota solicits bidders to handle building inspections and energy conservation assistance as stipu-



A DRAGOON, or mounted infantryman, like those stationed at Minnesota forts in the early days. This one was sketched at Fort Snelling by Frank B. Mayer in 1851. (Courtesy of Minnesota Historical Society).

lated in the Emergency Building Temperature Restrictions Regulations.

Qualified bidders shall be firms, partnerships or individuals incorporated in the State of Minnesota to operate a consulting engineer business or an architect-engineer corporation also licensed under State requirements. The work to be bid requires a strong background in the H.V.A.C. field with a thorough knowledge of the State Energy Code, and total building design concepts.

The method for bidding shall be by dividing the State into four (4) geographical areas such that travel distances and subsistence can be held to a minimum. These areas are approximate with no fixed requirement for bidders other than to bid on one or more or all areas with the exception that each zone be bid individually to allow selection of the lowest combinations.

Bidders shall carry the full complement of standard AIA, P.E. insurance requirements plus errors and omissions policies.

The inspections will include the following information and be completed on the standard forms to be provided:

1. Building name, address, contact person's name and phone number.
2. Record the outside air wet and dry bulb temperature.
3. Is EBTR certificate properly filled out and mounted in a visible location.
4. Description of heating—cooling equipment and type of fuel used.

5. General description to type of heating, cooling, and all energy using systems.

6. Select a minimum of four (4) rooms or areas and record wet and dry temperatures and the control settings handling the areas being inspected. Record the readings and commend as required on the observed situation.

7. Check exemption certificate filed areas identically as listed in #6 above.

8. Provide energy conservation information and assistance to the building owner/manager.

9. Assist the building owner/manager in establishing a building energy management program.

10. Make energy conservation recommendations to the building owner/manager.

11. Complete inspection report in triplicate.

For a copy of the proposal, contact:

Robert Gish
Manager of Technical Services
Energy Agency
980 American Center Building
150 East Kellogg Boulevard
St. Paul, MN 55101
Telephone (612) 296-4353

Energy Agency Conservation Division

Notice of Request for Proposals for Maxi-Audit Review

Proposals are requested from engineering and architectural consultants to develop a maxi-audit report review procedure and to conduct a review of maxi-audit reports on file at the energy agency. The review will enable institutions which have completed maxi-audits under the state survey program to upgrade their audits to comply with federal requirements so they may apply for energy conservation project funding provided by the Minnesota Institutional Buildings Grants Program. This program will provide grants for technical assistance and energy conservation projects to schools, hospitals, local government buildings, and public care institutions. These grants represent the largest direct financial assistance effort ever undertaken and are funded by \$965 million at the national level plus \$10 million appropriated by the Minnesota legislature.

More than one award, but no more than five awards, could be made under this solicitation if it is determined that this would lead to a better and/or more economical final product. Therefore, consultants may submit proposals for a portion of the project if they choose to do so.

This request for proposals does not obligate the State to complete the project, and the State reserves the right to

cancel the solicitation if it is considered to be in its best interest.

I. Scope of Project

The purpose of this project is to (1) review maxi-audit reports completed under the state survey program so these audits may be upgraded to meet federal requirements for a project grant, and (2) to report the review results to the energy agency, individual institutions and their consultants so they will be eligible to apply for project funding.

The agency has several hundred maxi-audit reports to review.

II. Objectives

The goals of this project are to: (1) develop a standardized procedure to review maxi-audit reports; and (2) perform the procedure on several hundred maxi-audit reports; and (3) to complete these tasks within the overall program timetable.

III. Project Tasks

The major tasks to be performed include the following:

A. Completion of a draft maxi-audit review procedure including a standardized review form.

B. Approval of the draft procedure and form by the Agency.

C. Review of maxi-audit reports on file at the Agency.

D. Report the review results to the Agency, individual institutions and their consultants.

Responder may propose additional tasks or activities if they will substantially improve the results of the project.

IV. Department Contacts

Prospective responders who have any questions regarding this request for proposal may call or write:

Lynn B. Olsson (612) 296-9081
Conservation Division
Minnesota Energy Agency
980 American Center Building
150 East Kellogg Boulevard
St. Paul, Minnesota 55101

Please note: Other department personnel are not allowed to discuss the project with responders before the deadline for submitting proposals.

V. Submission of Proposals

All proposals must be sent to:

Lynn B. Olsson
Conservation Division
Minnesota Energy Agency
980 American Center Building
150 East Kellogg Boulevard
St. Paul, Minnesota 55101

All proposals must be received by the Agency not later than 4:30 p.m., October 1, 1979.

STATE CONTRACTS

Late proposals will not be accepted. One duplicate of the proposal shall be submitted with the original. Proposals shall be sealed in mailing envelopes or packages with the proposer's name and address clearly written on the outside. Each copy of the proposal must be signed by an authorized member of the firm. Prices and terms of the proposal as stated must be valid for the length of the project.

VI. Project Costs

The agency has estimated that the cost of this project should not exceed \$20,000 for professional services and expenses.

VII. Project Completion Date

The project will be completed by December 15, 1979 or within two months from the date of project authorization, whichever comes first.

VIII. Proposal Contents

The following will be considered minimum contents of the proposal:

- A. a restatement of the objectives to show or demonstrate the responder's view of the nature of the project, in 75 words or less;
- B. identification and description of the deliverables to be provided by the responder, in 75 words or less;
- C. an outline of the responder's background and experience with particular emphasis on local, state and federal government work;
- C. identification of the personnel to conduct the project and a list of their training and work experience;
- E. a detailed cost and work plan which will identify the major tasks to be accomplished and be used as a scheduling and managing tool as well as the basis for invoicing; and
- F. identification of the level of the Agency's participation in the project, as well as any other services to be provided by the Agency.

IX. Evaluation

All proposals received by the deadline will be evaluated by representatives of the Minnesota Energy Agency. In some instances, an interview will be part of the evaluation process. Factors upon which proposals will be judged include, but shall not be limited to the following:

- A. expressed understanding of project objectives;
- B. the project work plan;
- C. the project cost detail; and
- D. the qualifications of both company and personnel, of which the latter will be given greater weight.

Evaluation and selection will be completed by October 3, 1979. Results will be sent immediately by mail to all responders.

X. Additional Information

Respondents will be expected to offer significant skills and knowledge in the areas of energy technology, engineering, and maxi-audit procedures. Writing and organizational abilities are considered very important by the Agency. The program timetable must also be considered by the Agency.

The agency is working under a January 4, 1980 date, which is contingent upon approval of a state plan, as the deadline for submittal of grant applications by institutions. Therefore, this project must be completed by December 15, 1979, to allow institutions sufficient time to upgrade their audits to meet federal requirements.

Department of Health Disease Prevention and Control Section

Notice of Request for Proposals for Technical Services Contract

The Disease Prevention and Control Section seeks to prevent and control disease in Minnesota and, as part of this activity, seeks to prevent and control hypertension (high blood pressure) and its adverse effects. DPC's Hypertension Control Program includes continuing education of nurses and other health professionals working in Minnesota to improve their systems for hypertensive patient education and follow-up. Evaluation of this ongoing program indicates that those who complete the department's course curriculum "Hypertension Patient Education and Followup Workshop" become more capable of developing and operating an effective, efficient system of education and followup of hypertensive patients to help them adhere to prescribed therapy.

Therefore, the Department is requesting a proposal from a health care organization to plan, organize, conduct and evaluate another series of ten such two-day (16-hour) workshops for another 250 such health professionals during the year beginning approximately November 1, 1979, using the course curriculum "Hypertension Patient Education and Followup Workshop." The contractor's duties shall include:

1. Coordination with State agency representative regarding selection of faculty, location and dates of proposed workshops.
2. Publicize the planned workshops and secure registration by qualified health professionals.
3. Conduct workshops in keeping with approved plan and curriculum.
4. Evaluate the effectiveness of the workshops through an approved followup survey, data collection and analysis.

The total obligation of the State for all compensation and reimbursements to contractor shall not exceed thirty-five thousand dollars (\$35,000).

Proposals and requests for information shall be submitted to Richard A. Huset, M.D., Disease Prevention and Control Section, Room 318, Minnesota Department of Health, 717 Delaware Street S.E., Minneapolis, Minnesota 55440, telephone (612) 296-5216, by September 24, 1979.

Pollution Control Agency Water Quality Division

Notice of Request for Proposals for a Social and Economic Analysis of the Metropolitan Area Mississippi River Load Allocation Study

I. Introduction

A waste load allocation study of the Metropolitan Area segment of the Mississippi River is currently being prepared by the Minnesota Pollution Control Agency (MPCA). The purpose of the load allocation study is to determine what effluent standards should be assigned to the affected wastewater discharges, particularly the Metropolitan Wastewater Treatment Plant (MWWTP).

The preliminary results of this study demonstrate that advanced wastewater treatment (AWT) will be required at the MWWTP in order to maintain the applicable water quality standards and the designated uses of the Mississippi River. The MPCA has concluded that under present conditions the Mississippi River in the Metropolitan Area (Anoka to Hastings) does not comply with either applicable water quality standards or the national goal of obtaining "fishable, swimmable" waters. The reach of the Mississippi River of primary concern extends from the outfall of the MWWTP to Spring Lake, a distance of approximately 10 river miles. Although the benefits of providing AWT will primarily be realized in this reach below the MWWTP, it is also expected that water quality improvements would extend further downstream, particularly to the Lake Pepin area.

The results of this load allocation study will be promulgated through a public hearing process. This hearing will include an assessment of the costs of providing AWT and other necessary wastewater treatment in relation to U.S. Environmental Protection Agency regulations and policy and Minnesota laws.

II. Purpose

As part of the 201 Facilities Planning process the operating and capital costs associated with providing AWT at the MWWTP are currently being estimated by engineering consultants. The purpose of this proposed consultant study is to determine the relationship of these operating and capital costs relative to their impact on the Metropolitan Area in terms of the standard of "substantial and widespread economic and

social impact" specified in 40 CFR, §130.7 (c)(3)(iii) and U.S. Environmental Protection Agency's (EPA) Advance Wastewater Treatment Policy Part 3 "Local Financial Impacts," 44 Fed. Reg. 29538 (May 21, 1979). In addition the study is intended to identify the costs, including any economic or social dislocation, of industrial treatment requirements for the Metropolitan Area segment.

Finally, the study is intended to identify and quantify to the extent possible the economic and social benefits which will be obtained.

Types of benefits to be considered would include improved aesthetics and recreation, reduced pre-use treatment costs for downstream users, health consideration, improved property values, compliance with Environmental Protection Agency and state laws and goals, the reduction of energy associated with enhanced recreational opportunities within the Metropolitan Area, and so on.

III. Scope

The consultant will perform an economic analysis describing and quantifying the social and economic costs and benefits of implementing the findings of the Metropolitan Area Mississippi River Waste Load Allocation Study. The analysis will be submitted in the form of a report to the MPCA and will be presented at public hearings as requested.

Specifically the consultant will perform the following duties:

A. Secure from the Metropolitan Waste Control Commission (MWCC) or their engineering consultants the operating and capital costs associated with providing AWT at the MWWTP. No additional economic costs for this point source need be developed. Costs are to be reported in total dollars, per capita, per household, and any other appropriate basis. A comparison with the corresponding treatment costs of representative U.S. EPA Region V municipalities is also required.

After obtaining and properly formatting costs, the study shall consider whether these costs cause substantial and widespread economic and social impact as that term is used in 40 CFR, §130.17 (c)(3)(iii) and evaluate the costs in terms of U.S. EPA's Advance Wastewater Treatment Policy Part 3 "Local Financial Impacts," 44 Fed. Reg. 29538 (May 21, 1979).

B. For industrial dischargers to Metropolitan Area Segments of the Mississippi River, the consultant shall identify in conjunction with the Agency staff the extent and type of equipment which would be required and estimate the costs including any economic or social dislocation of such equipment.

C. Describe the social benefits to be realized by implementing AWT and by achieving water quality standards in the Mississippi River. For the purposes of this assessment, it can be assumed that the implementation of the findings of this load allocation study will result in achieving compliance with applicable water quality standards and the national goal.

D. Similarly describe and quantify the economic benefits to be obtained.

E. Submit to the MPCA a report of the findings of the study. The study shall be completed within six months of the letting of the contract. If this deadline is not practicable, the proposal should identify and justify a suitable deadline.

F. Present the findings of the study at the load allocation public hearing and possibly at the water quality standards revision hearing if so requested.

IV. Proposal Format

A. Introduction

A brief description of the firm should be presented focusing primarily on any unique capabilities relating to this project and relevant experience.

B. Staff Availability

Resumes of the staff to be assigned to this project should be presented.

C. Time and Cost Estimates

Consultant services should not exceed \$30,000. A task-by-task estimate of cost and person-hours should be prepared.

D. References

A brief list of references should be included.

E. Work Plan

The specific methodology or methodologies to be utilized by the consultant to perform the economic analysis must be described.

V. Submittal of Proposals

A. Proposals should be submitted to:

Jerry C. Winslow
Minnesota Pollution Control Agency
1935 West County Road B2
Roseville, Minnesota 55113
(612) 296-7386

B. Deadline for submittals is October 5, 1979.

VI. Consultant Selection

A. Selection will be based upon relevant qualifications, past experience and cost. An MPCA, Division of Water Quality selection committee will evaluate the proposals. Qualifications and experience will be the primary determinants in the selection of the contractor.

B. Finalists will be interviewed by telephone and/or in person.

Barry C. Schade
Acting Division Director

Department of Public Welfare Bureau of Support Services

Notice of Request for Proposals to Develop Planning Models for Community Social Service Programs

Notice is hereby given that the Commissioner of Public Welfare has issued Request Bulletin #79-28 to Boards of County Commissioners and Human Services Boards requesting proposals to carry out one or more short term planning projects related to implementation of the Community Social Services Act, Minnesota Laws 1979, Chapter 324. The amount of the planning grant(s) awarded as a result of this request will not exceed \$75,000 in total. All grants will be for up to but no more than twelve months. Proposals should be sent to Barbara Stromer, Assistant Commissioner, Bureau of Support Services. The deadline for submission is 8:00 a.m., October 1, 1979. All inquiries should be directed to Ken Steger, Division of Social Services, at (612) 297-2192.

OFFICIAL NOTICES

Pursuant to the provisions of Minn. Stat. § 15.0412, subd. 6, an agency, in preparing proposed rules, may seek information or opinion from sources outside the agency. Notices of intent to solicit outside opinion must be published in the *State Register* and all interested persons afforded the opportunity to submit data or views on

the subject, either orally or in writing.

The *State Register* also publishes other official notices of state agencies, notices of meetings, and matters of public interest.

Department of Administration Office of the Commissioner

Notice of Application for a Planning Grant with the National Telecommunications and Information Administration

The North Central Telecommunications Consortium, of which the State of Minnesota is a member, has filed an application for a planning grant with the National Telecommunications and Information Administration, Department of Commerce — File No. 128-P/C790088-P, to conduct cooperative regional telecommunications developments in conjunction with the States of Illinois, Indiana, Iowa, Michigan, Minnesota, and Wisconsin. Proposal determined acceptable: June 5, 1979. Estimated total project costs: \$78,500. Grant requested: \$54,000. Application signed by: Kenneth E. Lindner, Secretary, Department of Administration, State of Wisconsin. A copy of the application may be inspected at the offices of the Department of Administration, State of Minnesota, St. Paul, Minnesota, 55155, Monday through Friday from 8:00-4:30. Comments supporting or opposing the application may be filed with the Administrator, National Telecommunications and Information Administration, Public Telecommunications Facilities Program, Washington, D.C., 20005, within 30 calendar days from the date of this public notice, and must be accompanied by a certificate that a copy of the comments have been mailed to the applicant.

Department of Economic Development Indian Business Loan Program

Notice of Intent to Solicit Outside Opinion Concerning Proposed Rules Relating to the Indian Business Loan Program

Notice is hereby given pursuant to Minn. Stat. § 15.0412, subd. 6 (1978) that the Department of Economic Development is commencing the process of drafting rules governing the Indian Business Loan program authorized by Minn. Stat. § 362.40 (1978).

The proposed rules are required by the language of Minn. Stat. § 362.40, subd. 9 (1978), as amended by Laws of 1979, ch. 333, § 100 and further by Minn. Stat. § 15.0412, subd. 3. Information and opinions regarding the following matters are solicited from sources outside the department:

1. Criteria, conditions and guidelines for the acceptance or rejection of loan applications by the Department.
2. Review procedures of loan status of accounts in the program.
3. Reviewing authorities and their method of appointment. Comments should be addressed to the Minnesota Department of Economic Development, Indian Business Loan Division, 480 Cedar Street, St. Paul, MN 55101 (Attention: Charlotte White). Any comments received by the Department of Economic Development shall become a part of the record of proceedings leading to the adoption of permanent rules.

The department invites interested persons or groups to provide information, comments, opinions and advice on the subject at an information meeting to be held in St. Paul, MN at the Auditorium, Room #83, State Office Bldg, commencing at 7:00 p.m., on September 18, 1979; and in Cass Lake, MN, at the Tribal Chambers Room, Facilities Center, commencing at 7:30 p.m., on September 19, 1979.

Please be advised that a lobbyist must register with the State Ethical Practices Board within five (5) days after he or she commences lobbying. A lobbyist is defined by Minn. Stat. § 10A.01, subd. 11, as any individual who is:

- A. Engaged for pay or other consideration, or authorized

OFFICIAL NOTICES

by another individual or association to spend money, and who spends more than five hours in any month, or more than \$250, not including travel expenses and membership dues, in any year, for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials, or who

B. Spends more than \$250, not including travel expenses and membership dues, in any year, for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials.

A lobbyist does not include any:

A. Public official or employee of the state or any of its political subdivisions or public bodies acting in his official capacity;

B. Party or his representative appearing in a proceeding before a state board, commission or agency of the executive branch unless the board, commission or agency is taking administrative action;

C. Individual while engaged in selling goods or services to be paid for by the public funds;

D. News media or their employees or agents while engaged in the publishing or broadcasting of news items, editorial comments or paid advertisements which directly or indirectly urge official action;

E. Paid expert witness whose testimony is requested by the body before which he is appearing but only to the extent of preparing or delivering testimony; or

F. Stockholder of a family farm corporation as defined in Minn. Stat. § 500.24, subd. 1, who does not spend over \$250, excluding *his own* travel expenses in any year in communication with public officials. Questions should be addressed to the State Ethical Practices Board, Room 41, State Office Building, Wabasha Street, Saint Paul, Minnesota 55155, telephone: (612) 296-5615.

Department of Education Instruction Division

Notice of Request for Proposal for a Nutrition Education Media Campaign

The Nutrition Education and Training (NET) Program of Minnesota Department of Education is seeking proposals for the design and development of a nutrition education media campaign. The media campaign is to include the selection of a nutrition message for a particular target group of children (K-12th grade), the development of a 30 second spot announcement using the nutrition message, purchase of television air-time, to present the spot announcement, and development of a companion poster.

The estimated amount of the contract is \$7,000. The contract period is from October 1, 1979 to March 1, 1980. Final submission date of the completed proposal: 4:30 p.m., September 19, 1979.

For the formal Request for Proposal document, interested parties should contact:

Barbara Kalina
Minnesota Department of Education
638 Capitol Square Building
550 Cedar Street
St. Paul, MN 55101
(612) 296-1443

Ethical Practices Board

Advisory Opinion #59

**Approved by the Ethical Practices Board
on August 24, 1979**

Issued to:

Ms. Allene D. Evans
Broeker, Hartfeldt, Hedges & Grant
2850 Metro Drive, Suite 800
Minneapolis, MN 55420

RE: Reporting Legal Fees, Paralegal and Secretarial Expenses

Summary

#59. A lawyer lobbyist is not required to report any portion of a legal fee which is considered personal compensation for services rendered to a client. Secondly, a lobbyist is required to report a prorata portion of secretarial and paralegal time of a lobbyist support staff which is directly related to assisting the lobbyist in his or her lobbying activities.

The full text of the opinion is available upon request from the office of the State Ethical Practices Board, 41 State Office Building, St. Paul, MN. 55155, (612) 296-5148.

Minnesota Sentencing Guidelines Commission

Notice of Meeting

Executive Committee

The Minnesota Sentencing Guidelines Commission, for the purpose of facilitating work in the development of draft guidelines, has appointed an Executive Committee, comprised of six Commission members. The Executive Committee has established the following schedule of meetings for the month of September:

OFFICIAL NOTICES

- September 6 Metro Council — Room A
3rd Floor Metro Square
September 12 Suite 404 Metro Square Bldg
(DOC Personnel Conference Rm)
September 19 Suite 430 Metro Square Bldg
(DOC Large Conference Room)
September 26 Suite 430 Metro Square Bldg
(DOC Large Conference Room)

It should be noted that the Chair may cancel a Committee meeting up to two days prior to the scheduled meeting date, for reasons of insufficient business or lack of a quorum of Committee members. Anyone interested in attending a meeting is urged to contact Linda Anderson at 296-7508 one or two days in advance of a scheduled meeting to determine if it will be held.

Pollution Control Agency Water Quality Division Financial Criteria in WPC 34

The Minnesota Pollution Control Agency ("Agency") administers the state and, to some extent, the federal construction grants program for wastewater treatment facilities pursuant to Minn. Stat. § 116.16, *et seq.* (1978) and Minnesota Rule WPC 34. Minn. Stat. § 116.16, subd. 6 (1978) requires the Agency to give high priority to municipalities "which would face extreme financial hardship without the assistance provided through the State Water Pollution Control Fund." However, the statute also allows the Agency to establish other criteria with respect to federal grants if necessary to comply with federal law; guidelines or regulations. Minn. Stat. § 116.16, subd. 7 (1978). In accordance with Minn. Stat. § 116.16, subd. 6 (1978), Minnesota Rule WPC 34, as recently amended, considers the financial need of the municipality in determining the priority of projects which are certified for federal funding and given state's funding.

The U.S. Environmental Protection Agency (EPA) has recently issued a Program Requirements Memorandum (PRM) which prohibits consideration of "the project area's development needs 'or' economic factors." (PRM No. 79-6, page three.) Accordingly, in order to continue with the Construction Grants Program, the Agency has eliminated financial need criteria as an element of the priority system pursuant to its authority under Minnesota Statutes 116.16, subdivision 7. This change will not affect the funding eligibility of any community on the Fiscal Year (FY) 1979 Municipal Project List (MPL), but will be implemented on all subsequent project lists.

Any comments or questions regarding this matter should be directed to:

Mr. Duane Anderson, Supervisor
Construction Grants Unit
Division of Water Quality
Minnesota Pollution Control Agency
1935 West County Road B-2
Roseville, Minnesota 55113
Telephone: (612) 296-7205

Office of the Secretary of State Election and Legislative Manual Division

Notice of Vacancies in Multi- Member Agencies — Application and Appointment Procedures

Notice is hereby given to the public that vacancies have occurred in multi-member state agencies, pursuant to Minn. Stat. § 15.0597, subd. 4. Application forms may be obtained at the Office of the Secretary of State, 180 State Office Building, St. Paul, Mn. 55155; (612) 296-2805. **Application deadline is September 25, 1979.**

Workers' Compensation Court of Appeals: One (1) vacancy open November 8, 1979, for an attorney for a six year term. The Court has appellate jurisdiction for all workers' compensation claims and original jurisdiction in some other claims. This is a full-time position. Members receive \$38,000 per year. The appointing authority is the governor, and Senate approval is required. For specific information, contact Buzz Cummins, Governors' Office, St. Paul 55155; (612) 296-3391.

Southern Minnesota Rivers Basin Board: One vacancy open immediately for a term expiring January 1, 1980. Members must be residents of the basin. The board develops and implements a comprehensive plan for the Minnesota River and its southeast tributaries. Meetings are held monthly. Members receive \$35 per diem plus expenses. The appointing authority is the governor. For specific information, contact Marilyn Lundberg, 600 American Center Bldg., 150 E. Kellogg Blvd., St. Paul, Mn. 55101; (612) 296-0676.

State Planning Agency Human Resources Division

Notice of Intent to Solicit Outside Opinion Regarding Proposed Rules Relating to Human Services Planning and Management Grants

Notice is hereby given, pursuant to the provisions of Minn. Stat. § 15.0412, subd. 6 (1978) that the Director of State Planning will propose the adoption of rules relating to the planning and management improvement grants authorized in Laws of 1979, ch. 333, § 16, subd. 3.

OFFICIAL NOTICES

All interested parties desiring to submit data or views relating to the proposed rules should address their written comments to:

Linda Sutherland
State Planning Agency
Room 101, Capitol Square Building
550 Cedar Street
St. Paul, Minnesota 55101

All comments should be submitted to the Agency by September 30, 1979.

The proposed rules will cover the following areas:

1. Categories of Eligible Projects
2. Selection Criteria
3. Selection Process
4. Final Report Format

Any materials submitted will be reviewed and considered by the State Planning Agency during the preparation of the proposed rule and will become part of the record of the public hearing on the proposed rules. Notice of the public hearing will be published in the State Register and given to all interested parties who have registered with the Secretary of State's Office in accordance with the provisions of the Administrative Procedures Act.

September 4, 1979

Art Sidner
Director

Notice of Intent to Solicit Outside Opinion Regarding Proposed Rules Relating to Human Services Board Plan Format

Notice is hereby given, pursuant to the provisions of Minn. Stat. § 15.0412, subd. 6 (1978) that the Director of the State Planning Agency will propose rules relating to the Human Services Board plan format specified in Laws of 1979, ch. 118, § 8, subd. 1.

All interested parties desiring to submit data or views relating to the proposed rules should address their written comments to:

Linda Sutherland
State Planning Agency
Room 101, Capitol Square Building
550 Cedar Street
St. Paul, Minnesota 55101

All comments should be submitted to the Agency by October 15, 1979.

The proposed rule will cover the following areas:

1. Content of Plan
2. Format of Plan
3. Extent to which plan will replace separate agency plans.
4. Date for implementation

Any materials submitted will be reviewed and considered by the State Planning Agency during preparation of the proposed rule and will become part of the record of the public hearing on the proposed rules. Notice of the public hearing will be published in the State Register and given to all parties who have registered with the Secretary of State in accordance with the provisions of the Administrative Procedures Act.

September 4, 1979

Art Sidner
Director

Department of Transportation

Request for Response to a Construction Cost Control Survey

The Minnesota Department of Transportation requests information, opinions and comments from outside the Department regarding a construction cost control survey recently completed by the Department. Portions of this survey have been printed in the weekly "Construction Bulletin," published by Chapin Publishing Company. The survey deals with methods which may be used to decrease the cost of construction projects.

Any comments regarding this matter should be submitted orally or in writing to:

Rollie Glewwe
Minnesota Department of Transportation
305 Transportation Building
Saint Paul, Minnesota 55155
Telephone: (612) 296-0369

SUPREME COURT

Decisions Filed Friday, August 31, 1979

Compiled by John McCarthy, Clerk

48920/22 City of Duluth vs. John William Sarette, James Leroy Pichotta, and Robert Bernard Fox, Appellants. St. Louis County.

A city obscenity ordinance which completely exempts certain governmental, religious, and other public or quasi-public organizations has no rational relationship to any legitimate state interest and, in view of the equal protection clause, may not stand.

An impermissible portion of an ordinance may be severed from the remainder of the ordinance if its intent is not altered thereby. This is particularly true where the severance furthers the court's duty to construe ordinances in a manner consistent with the constitution.

Although not constitutionally mandated, a jury is required in all criminal prosecutions for obscenity whether or not there is a possibility of incarceration.

Reversed and remanded. Rogosheske, J.

47874/44 (1978) Lavinia Hague, Personal Representative of the Estate of Ralph Alvin Hague, Deceased, vs. Allstate Insurance Company, Appellant. Hennepin County.

On rehearing, the former decision applying the Minnesota rule of law, allowing "stacking" of uninsured motorist insurance coverages, is affirmed. Automobiles are mobile items, and insurance companies know that the owners may be subject to liability not just under the laws of the state in which the policy is written, but also under the laws of the other states in which the owner drives. It is therefore not unreasonable to apply the Minnesota rule of law in this case.

On rehearing, affirmed. Yetka, J. Dissenting. Otis and Peterson, JJ.

48574/124 Earl H. Krah, Appellant, vs. Nine Mile Creek Watershed District, City of Eden Prairie (formerly the Village of Eden Prairie). Hennepin County.

In light of all the facts and surrounding circumstances of this case, the watershed district's floodplain encroachment regulations which limit riparian landowners' use of their land do not constitute the taking of property without just compensation when the harm posed to society by the lack of regulation outweighs the impact of the regulation upon the usability of the land.

Statutory appeal procedures are the exclusive method of appeals from special property tax assessments and preclude such issues from being part of a declaratory judgment action.

Affirmed. Scott, J. Took no part, Todd, J.

STATE OF MINNESOTA
OFFICE OF THE STATE REGISTER

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(612) 296-8239

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